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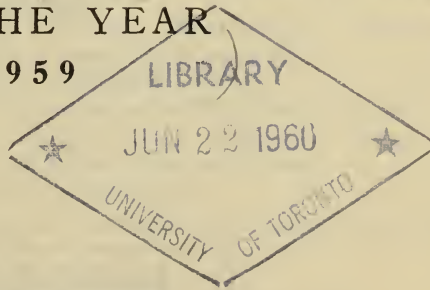
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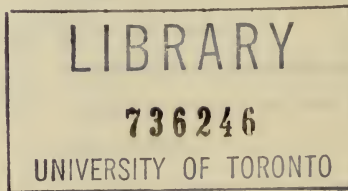
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LIST OF ABBREVIATIONS

- AAERT — Association of Aircraft, Electrical and Radio Technicians.
- ACWA — Amalgamated Clothing Workers of America.
- ALA — Amalgamated Lithographers of America.
- AMCBW — Amalgamated Meat Cutters and Butcher Workmen of America.
- ANG — American Newspaper Guild.
- BELU — Barnhill's Employees' Labour Union
- BLE — Brotherhood of Locomotive Engineers.
- BME — Brotherhood of Marine Engineers.
- BRSC — Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
- BSEIU — Building Service Employees' International Union.
- CALDA — Canadian Air Line Dispatchers' Association.
- CALFAA — Canadian Air Line Flight Attendants' Association.
- CALLIA — Canadian Airlines Link Instructors Association.
- CB — Conciliation Board.
- CBRT(GW) — Canadian Brotherhood of Railway, Transport and General Workers.
- CCA — Canadian Construction Association.
- CCC — Canadian Chamber of Commerce.
- CGA — Canadian Guards Association.
- CLC — Canadian Labour Congress.
- CMSG — Canadian Merchant Service Guild
- CO — Conciliation Officer.
- CTU — Commercial Telegraphers' Union.
- FEIA — Flight Engineers International Association.
- FTWBC — Federation of Telephone Workers of British Columbia.
- HTBSU — Halifax Tow Boat and Salvage Union
- IABSOIW — International Association of Bridge, Structural and Ornamental Iron Workers.
- IAM — International Association of Machinists.
- IAPES — International Association of Personnel in Employment Security.
- IATSE — International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.
- IBL — International Brotherhood of Longshoremen.
- IBT — International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.
- ILA — International Longshoremen's Association.
- ILWU — International Longshoremen's and Warehousemen's Union.
- ITU — International Typographical Union.
- ITWF — International Transport Workers' Federation.
- IUMMSW — International Union of Mine, Mill and Smelter Workers.
- LGEW — Lakehead Grain Elevator Electrical Workers.
- MEBA — Marine Engineers Beneficial Association.
- NABET — National Association of Broadcast Employees and Technicians.
- NAME — National Association of Marine Engineers.
- NES — National Employment Service.

LIST OF ABBREVIATIONS—(Conc.)

- OCAWIU — Oil, Chemical and Atomic Workers International Union.
OFL — Ontario Federation of Labour.
ORCB — Order of Railway Conductors and Brakemen.
QELBCRCA — Quebec Express, Luggage, Baggage Checkers and Receiving Clerks Association
RYNA — Railroad Yardmasters of North America.
SIU — Seafarers' International Union.
QFL — Quebec Federation of Labour.
TSLEA — Taggart Service Limited Employees' Association.
TWUA — Textile Workers Union of America.
UAW — United Automobile, Aircraft and Agricultural Implement Workers of America (International Union).
UBW — United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (International Union).
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British Columbia Air Lines Limited

dispute: C.O. appointed, 1301.

British Yukon Navigation Company Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Clifford J. Rogers*: received, 914; representation vote, 1176; granted, 1291; application rejected, 1294; reasons for judgment, 1295.

Bute Towing Limited

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CNR

certification application on behalf of a unit of clerical employees in the Purchasing and Stores Accounting Centre, Montreal, received, 272; withdrawn, 389.

certification application on behalf of a unit of longshoremen and freight handlers at Mulgrave, N.S.: received, 719; granted, 1049.

certification application on behalf of a unit of typewriter mechanics employed at Winnipeg: received, 914; granted, 1049.

dispute: employees on MV *Bluenose* Yarmouth-Bar Harbour Ferry Service: C.O. appointed, 53, 54; settlement, 177.

CNR (Western Region)

certification application on behalf of a unit of clerks and stenographers in the Work Equipment Department: received, 272; granted, 472.

Canadian Pacific Transport Limited

dispute: settlement after strike following C.B. procedure, 54.

Canadian Tug Boat Company Limited

certification application on behalf of a unit of unlicensed personnel aboard company tugs and barges: received, 1050; representation vote, 1292; reasons for judgment, 1295.

Canadian Brotherhood of Railway, Transport and General Workers (CLC):—(Cont.)***Charlottetown Hotel (Canadian National Hotels Limited)***

dispute: C.O. appointed, 1054; settlement, 1302.

Chateau Laurier Hotel (Canadian National Hotels Limited)

dispute: C.O. appointed, 1054; settlement, 1302.

M. R. Cliff Tugboat Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard tugs: received, 1051; withdrawn, 1178.

Fort Garry Hotel (Canadian National Hotels Limited)

dispute: C.O. appointed, 1054; settlement, 1301.

Foundation Maritime Limited

certification application on behalf of a unit of licensed personnel employed on Company's tugs: received, 474; granted, 717.

certification application on behalf of a unit of unlicensed personnel employed on Company's tugs: received, 474; representation vote, 829; rejected, 830; granted, 912.

dispute: C.O. appointed, 1178.

Gilley Bros. Limited

certification application on behalf of a unit of unlicensed personnel aboard tugs and barges: received, 1176; representation vote, 1293; reasons for judgment, 1295.

Great West Towing and Salvage Limited

certification application on behalf of a unit of unlicensed personnel employed aboard tugs: received, 1051; representation vote, 1293; reasons for judgment, 1295.

Griffiths Steamship Company Limited

certification application on behalf of a unit of unlicensed personnel: received, 1050; representation vote, 1293; reasons for judgment, 1295.

Gulf of Georgia Towing Company

certification application on behalf of unlicensed personnel: received, 1050; representation vote, 1293; reasons for judgment, 1295.

Hotel Vancouver (Vancouver Hotel Company Limited)

dispute: C.O. appointed, 1054; settlement, 1302.

Island Tug and Barge Limited

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Jasper Park Lodge (Canadian National Hotels, Limited)

dispute: C.O. appointed, 1054; settlement, 1302.

Canadian Brotherhood of Railway, Transport and General Workers (CLC):—(Cont.)***Kingcome Navigation Company Limited***

certification application on behalf of a unit of unlicensed personnel employed aboard tow-boats; received, 1051; withdrawn, 1178.

McKenzie Barge and Derrick Company (1957) Limited

certification application on behalf of a unit of unlicensed personnel: received, 1177; withdrawn, 1178.

Monarch Marine Products Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Chenaga*: received, 1177; granted, 1291; reasons for judgment, 1295.

Murray Marine Services Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Lady Rose* operating on the West Coast: received, 612; withdrawn, 719.

Nanaimo Towing Company Limited

certification application on behalf of a unit of unlicensed personnel: received, 1050; withdrawn, 1051.

Pacific Tanker Company Limited

certification application on behalf of a unit of unlicensed personnel aboard oil barges: received, 1177; representation vote, 1293; reasons for judgment, 1295.

Pontiac Bus Lines Limited

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

P.E.I. Produce Company Limited

certification application on behalf of a unit of pulpwood loaders: received, 719; granted, 1049.

St. Lawrence Seaway Authority

certification application on behalf of a system-wide unit of operating and maintenance employees: received, 611; withdrawn, 719; representation vote, 829; rejected, 830.

certification application by Cornwall Local Council on behalf of a unit of operating and maintenance employees on the Cornwall Canal: received, 612; withdrawn, 719.

Straits Towing Limited

certification application on behalf of a unit of unlicensed personnel employed aboard oil barges, received, 1177; representation vote, 1293; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel aboard tugs: received, 1177; representation vote, 1293; reasons for judgment, 1295.

Canadian Brotherhood of Railway, Transport and General Workers (CLC):—(Conc.)***Thompson's Transfer Company Limited***

certification application on behalf of a unit of drivers, helpers and warehousemen operating in and out of terminals at Halifax and Middleton, N.S.: received, 719; granted, 912.

Vancouver-Alberta Freight Lines Limited

certification application on behalf of a unit of drivers, received, 155; withdrawn, 272.

Vancouver Tug Boat Company Limited

certification application on behalf of unit of unlicensed personnel: received, 1050; representation vote, 1293; reasons for judgment, 1295.

F. M. Yorke and Son Limited

certification application on behalf of unit of unlicensed personnel: received, 1050; representation vote, 1293; reasons for judgment, 1295.

Young and Core Tugboats Limited

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LGEEW

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Canadian Dyno Mines Limited:**CDEA**

certification application on behalf of a unit of employees, Bancroft, Ont.: received, 272; representation vote, 472; withdrawn, 475; rejected, 829.

IUOE

certification application by Local 796 on behalf of a unit of stationary engineers and hoistmen: received, 388; withdrawn, 475.

USWA

certification application on behalf of a unit of employees, Bancroft, Ont.: received, 272; representation vote, 472; withdrawn, 475; rejected, 829.

Canadian Guards Association:**Canadian Arsenal's Limited**

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Can-Met Explorations Limited

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Northspan Uranium Mines Limited

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Canadian Labour Congress:—(Conc.)

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CNR (Pacific Coast Service)

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McCallister Towing Limited

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Pacific Tanker Company Limited

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Quebec North Shore and Labrador Railway Company

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

Canadian Merchant Service Guild, Inc.:—
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Shell Canadian Tankers Limited

certification application on behalf of a unit of deck officers on MV *Tyee Shell* operating on the West Coast: received, 388.

certification application on behalf of a unit of deck officers aboard MV *Tyee Shell*: received, 473; granted, 610.

dispute: employees on MV *Western Shell*: settlement, 274.

Transit Tankers and Terminals Limited

certification application on behalf of a unit of deck officers: representation vote, 1294.

Westward Shipping Limited

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dispute: employees on MV *Standard Service* and MV *B.C. Standard*: settlement, 274.

Canadian National Railway Police Association:

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Canadian National Railways:

CBRE

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CBRT

certification application on behalf of a unit of clerical employees in the Purchasing and Stores Accounting Centre, Montreal; received, 272; withdrawn, 389.

certification application on behalf of a unit of longshoremen and freight handlers at Mulgrave, N.S.: received, 719; granted, 1049.

certification application on behalf of a unit of typewriter mechanics employed at Winnipeg: received, 914; granted, 1049.

CNRPA

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Joint Negotiating Committee

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BLE

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BLFE

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Canadian National Railways (Montmorency Subdivision):

BLFE

dispute: C.B. report, 477, 482, 497; settlement, 614.

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

AASERE

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CMSC

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NAME

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Canadian National Railways (Port of North Sydney):

ILA

dispute with Local 1259: C.O. appointed, 613; settlement, 832.

Canadian National Railways (Western Region):

CBRT

certification application on behalf of a unit of clerks and stenographers in the Work Equipment Department: received, 272; granted, 472.

Canadian National Steamships Company Limited:

SIU

dispute: settlement after Government intervention after strike following C.B. procedure, 274.

Canadian National Telegraphs:

CTU

dispute: (micro-wave technicians): settlement, 273.

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Canadian Pacific Air Lines Limited:

AAERT

certification application on behalf of a unit of electrical mechanics and electronics technicians: received, 155; rejected, 473; reasons for judgment, 475.

CALFAA

dispute: C.O. appointed, 54; C.B. appointed, 273; C.B. fully constituted, 391; C.B. report, 614.

Canadian Pacific Air Lines Limited:—(Conc.)**CALNA**

dispute: C.O. appointed, 273; C.B. appointed, 613; C.B. fully constituted, 832; C.B. report, 916, 917; settlement, 1302.

IAM

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Canadian Pacific Railway Company:**BRSC**

certification application on behalf of a unit of employees in the Accounting Department of the Company at Vancouver: received, 1049; granted, 1291.

BRT

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SIU

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Canadian Pacific Railway Company (B.C. Coast Steamship Service):**CMSG**

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

dispute: C.B. appointed, 273; C.B. fully constituted, 391; settlement, 477.

BRT

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

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Canadian Pacific Transport Company:**BRT**

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Canadian Stevedoring Company Limited:**ILWU**

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certification application by Local 512 on behalf of a unit of longshoremen employed on or about the Centennial Pier, Vancouver: received, 474; granted, 829.

dispute with Local 512: C.O. appointed, 831; settlement, 1054.

Canadian Transit Company:**IBT**

dispute with Local 880: C.O. appointed, 915; settlement, 1179.

Canadian Tug Boat Company Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel aboard company tugs and barges: received, 1050; representation vote, 1292; reasons for judgment, 1295.

SIU

certification application on behalf of a unit of unlicensed personnel employed aboard tugs and barges: received, 1294.

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Champion Freight Lines Limited:**IBT**

certification application by Local 880 on behalf of drivers, mechanics' helpers, and labourers, operating in and out of Leamington, Ont.: received, 49; granted, 154.

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Chateau Laurier Hotel (Canadian National Hotels Limited):**CBRT**

dispute: C.O. appointed, 1054; settlement, 1302.

Chatham Industries Limited:**Miramachi Trades and Labour Union**

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dispute: (Metallurgical Research Laboratories): C.O. appointed, 720; settlement, 832.

National Harbours Board (Churchill, Man.)

certification application on behalf of a unit of employees received, 914; granted, 1291.

St. Lawrence Seaway Authority

certification application by Cornwall Local Council on behalf of a unit of operating and maintenance employees on the Cornwall Canal: received, 612; withdrawn, 719.

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M. R. Cliff Tugboat Company Limited:**CBRT**

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Consolidated Denison Mines Limited:***IUMMSW***

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certification application on behalf of a unit of production employees: granted, 1049.

IUOE

certification application by Local 796 on behalf of a unit of hoistmen: received, 831; rejected, 913.

USWA

certification application on behalf of office employees, Spragge, Ont.: received, 49; granted, 472.

Consolidated Denison Mines Limited:—(Conc.)

certification application on behalf of a unit of production employees: received, 830; representation vote, 912; granted, 1049.

dispute with Local 5815 (office and technical employees): C.O. appointed, 831; C.B. appointed, 1055.

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Cullen Stevedoring Company Limited:**IBL**

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ILA

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dispute with Local 1842: C.O. appointed, 273; settlement, 613.

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Dominion Atlantic Railway:**BLFE**

dispute: C.B. appointed, 273; C.B. fully constituted, 391; settlement, 477.

Dominion Bridge Company Limited:**IABSOIW**

certification application by Local 720 on behalf of a unit of structural steel fabricators and erectors employed at Hay River, N.W.T.: received, 611; granted, 717.

certification application by Local 720 on behalf of a unit of structural steel erectors and fabricators employed in Inuvik and other locations in the N.W.T.: received, 831.

Dominion Canals Employees' Association:**St. Lawrence Seaway Authority**

certification application on behalf of a system-wide unit of employees: received, 719; representation vote, 829; rejected, 830; granted, 912.

certification application on behalf of a unit of operating and maintenance employees on the Sault Ste. Marie, Welland Iroquois Canals: received, 611; withdrawn, 719.

Dominion Steel and Coal Corporation Limited (Dominion Shipping Division):**SIU**

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Eastern Canada Greyhound Lines Limited:**AASERE**

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Eastern Canada Stevedoring Company Limited:**IBL**

dispute with Local 1817: C.O. appointed, 477; settlement, 613.

ILA

certification application on behalf of a unit of employees: received, 1294.
dispute with Local 1842: C.O. appointed, 273; settlement, 613.

Eastern Terminal Elevator Company Limited:**BRSC**

certification application on behalf of a unit of electrical department employees at the Port Arthur, Ont. grain elevator: rejected, 386; reasons for judgment, 389.

LGEEW

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Eldorado Mining and Refining Limited:**CSAC**

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IUMMSW

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UMWA

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Employment:*Canada*

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Foundation Maritime Limited:*CBRT*

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Frame and Perkins Limited:**IBT**

ratification application by Local 514 on behalf of a unit of employees at Yellowknife, N.W.T.: received, 474; rejected, 717.

C. A. Fraser Limited:**IBT**

application for revocation of certification in respect of a unit of drivers, helpers, warehousemen and mechanics (Local 419) working in and out of City of Toronto: 612; granted, 718; decertified, 721.

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Gill Interprovincial Lines Limited:**IBT**

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Gilley Bros. Limited:**CBRT**

certification application on behalf of a unit of unlicensed personnel aboard tugs and barges: received, 1176; representation vote, 1293; reasons for judgment, 1295.

SIU

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Gilley Bros. Limited:—(Conc.)

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

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certification application on behalf of a unit of unlicensed personnel: representation vote, 1293; reasons for judgment, 1295.

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Greyhawk Uranium Mines Limited:**IUMMSW**

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Griffiths Steamship Company Limited:**CBRT**

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SIU

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

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SIU

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Halifax Tow Boat and Salvage Union:**Foundation Maritime Limited**

certification application on behalf of a unit of employees: received, 388; rejected, 473.

Hamilton Shipping Company Limited:**IBL**

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Hill the Mover (Canada) Limited:**IBT**

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

dispute: C.O. appointed, 1301.

International Association of Bridge, Structural and Ornamental Iron Workers:*Dominion Bridge Company Limited*

certification application by Local 720 on behalf of a unit of structural steel fabricators and erectors employed at Hay River, N.W.T.: received, 611; granted, 717.

certification application by Local 720 on behalf of a unit of structural steel erectors and fabricators employed at Inuvik and other locations in the N.W.T.: received, 831.

International Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry:*Canada*

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International Association of Machinists:*Canadian Arsenal Limited*

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Canadian Pacific Air Lines Limited

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Nordair Limited

certification application on behalf of maintenance personnel at Roberval, Que.: received, 49; representation vote, 154; granted, 270; rejected, 270.

Stone Bros. Towing Company Limited

certification application by Local 692 on behalf of a unit of machine shop employees: received, 474; withdrawn, 612.

Trans Canada Air Lines

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International Association of Personnel in Employment Security:

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Eastern Canada Stevedoring Company Limited

dispute with Local 1817: C.O. appointed, 477; settlement, 613.

Hamilton Shipping Company Limited

dispute with Local 1817: C.O. appointed, 477; settlement, 613.

Yorkwood Shipping and Trading Company Limited

dispute with Local 1817: C.O. appointed, 477; settlement, 613.

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Adley Express Company

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Arrow Transit Lines Limited

certification application by Local 979 on behalf of a unit of mechanics, drivers and warehousemen operating in and out of its Winnipeg terminal: received, 1177; granted, 1291.

Asbestos Transport Limited

certification application by Local 106 on behalf of a unit of drivers operating in and out of its terminals in Quebec and Ontario: received, 1050; withdrawn, 1178.

Atomic Energy of Canada Limited

certification application by Local 989 on behalf of a unit of laundry employees: received, 474; representation vote, 717; granted, 829.

H. W. Bacon Limited

certification application by Local 419 on behalf of mail pickup and delivery drivers and helpers, Toronto: received, 49; granted, 270; withdrawn, 272.

dispute with Local 419: C.O. appointed, 476; C.B. appointed, 832; C.B. fully constituted, 1055; settlement, 1179.

B.C. Seattle Transport Limited

certification application by Local 605 on behalf of a unit of employees operating in and out of Burnaby, B.C.: received, 271; withdrawn, 389.

Buckingham Transportation Inc.

certification application by Local 565 on behalf of a unit of employees operating in and out of Regina: received, 914; granted, 1176.

Canadian Transit Company

dispute with Local 880: C.O. appointed, 915; settlement, 1179.

Champion Freight Lines Limited

certification application by Local 880 on behalf of drivers, mechanics' helpers and labourers, operating in and out of Leamington, Ont.: received, 49; granted, 154.

East-West Transport Limited

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Frame and Perkins Limited

ratification application by Local 514 on behalf of a unit of employees at Yellowknife, N.W.T.: received, 474; rejected, 717.

C. A. Fraser Limited

application for revocation of certification in respect of a unit of drivers, helpers, warehousemen and mechanics working in and out of City of Toronto: 612, granted, 718; de-certified, 721.

dispute with Local 419: C.O. appointed, 53; C.B. appointed, 477; C.B. fully constituted, 613.

**International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of
America—(Cont.)**

Gill Interprovincial Lines Limited

dispute with Local 605: C.O. appointed, 477; settlement, 720.

Goodwill Trucking Limited

dispute with Local 605: (sleeper cab employees): C.O. appointed, 1054; settlement, 1054.

Hill the Mover (Canada) Limited

certification application by Local 927 on behalf of a unit of employees operating in and out of its terminal at Dartmouth, N.S.: received, 474; rejected, 717.

certification application by Local 565 on behalf of a unit of employees operating in and out of terminal at Regina: received, 474; granted, 610.

dispute with Local 31: C.O. appointed, 391; settlement, 477.

dispute with Local 31: C.O. appointed, 720.

dispute with Local 419: C.B. appointed, 54; C.B. fully constituted, 273; settlement, 391; C.B. report, 392.

dispute with Local 885: C.O. appointed, 156.

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dispute with Local 979: (Winnipeg Terminal): settlement, 916.

Husband Transport Limited

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Norman Jenson

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Lee's Transport Limited

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Minshall Storage and Van Limited

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Montreal Ottawa Express Limited

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

N. Rawlinson Limited

dispute with Local 419: C.O. appointed, 831; settlement, 916.

Sabre Freight Lines Limited

certification application by Local 605 on behalf of a unit of drivers and dockmen operating in and out of its Terminal at Burnaby, B.C.: received, 388; representation vote, 610; granted, 717.

dispute with Local 605 (employees at Burnaby, B.C. terminal): C.O. appointed, 831; settlement, 916.

Sea-Van Express Limited

certification application by Local 605 on behalf of a unit of employees operating in and out of Burnaby, B.C.: received, 271; granted, 386.

J. Sherman and Sons

certification application by Local 880 on behalf of a unit of truck drivers, at Kemptville and Leamington, Ont.: received, 830; granted, 912.

dispute with Local 880: C.O. appointed, 1054.

Superior Cartage (Lakehead) Limited

dispute with Local 90: dispute lapsed, 832.

Taggart Service Limited

certification application by Local 106 on behalf of a unit of drivers operating in and out of its terminals at Kingston, Ottawa, Pembroke, Perth, Renfrew and Toronto, and Montreal: received, 388; representation vote, 472.

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Westmount Moving and Warehousing Limited

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R. M. Williams-Williams Motors

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Arrow Transfer Company Limited

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of a unit of longshoremen employed on or
about the Centennial Pier, Vancouver: re-
ceived, 474; granted, 829.

dispute with Local 512: C.O. appointed, 831;
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Empire Stevedoring Company Limited

dispute with Local 507: C.B. report, 1179,
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Northland Navigation Company Limited

certification application by Local 505 on behalf
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Shipping Federation of British Columbia

certification application by Local 506 on behalf
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474; granted, 1176.

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various ship owners, agents and stevedoring
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**Vancouver Stevedoring Company
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dispute with Local 507: C.B. report, 1179,
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men's Union—(Conc.)

**West Coast Stevedoring Company
Limited**

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of a unit of longshoremen: received, 914.
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**Western Stevedoring Company
Limited**

dispute with Local 507: C.B. report, 1179,
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**Louis Wolfe and Sons (Vancouver)
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Caledon Terminals Limited

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dispute with Local 1842: C.O. appointed, 273;
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CNR (Port of North Sydney)

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**Cullen Stevedoring Company
Limited**

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

dispute with Local 1842: C.O. appointed, 273;
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**Eastern Canada Stevedoring Company
Limited**

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

dispute with Local 1842: C.O. appointed, 273;
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J. C. Malone and Company Limited

dispute with Local 1846: C.O. appointed, 720;
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Quebec Terminals Limited

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Boyle Bros. (Drilling) Alta. Limited

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Consolidated Denison Mines Limited

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Greyhawk Uranium Mines Limited

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National Harbours Board (Port Colborne)

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Northspan Uranium Mines Limited

certification application on behalf of a unit of employees: rejected, 1049; reasons for judgment, 1051.

certification application on behalf of a unit of production employees at Elliot Lake: received, 611; rejected, 1176; withdrawn, 1178.

International Union of Operating Engineers:

Canadian Dyno Mines Limited

certification application by Local 796 on behalf of a unit of stationary engineers and hoistmen: received, 388; withdrawn, 475.

Consolidated Denison Mines Limited

certification application by Local 796 on behalf of a unit of hoistmen: received, 831; rejected, 913.

Greyhawk Uranium Mines Limited

certification application by Local 796 on behalf of a unit of employees: withdrawn, 475.

Ken Magehey Construction Company

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Northspan Uranium Mines Limited

certification application by Local 796 on behalf of air compressor operators employed at Elliot Lake: received, 49; representation vote, 270; granted, 386.

certification application by Local 796 on behalf of a unit of hoistmen at Elliot Lake: received, 611; rejected, 1049; withdrawn, 1178.

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Pacific Elevators Limited

certification application by Local 882 on behalf of a unit of stationary engineers employed in Pellet Mill at Vancouver: received, 388; granted, 472; withdrawn, 475.

International Union of Operating Engineers—(Conc.)

Poole Construction Company Limited

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Pronto Uranium Mines Limited

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Island Tug and Barge Limited:

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The Early Post-Graduate Years in the Technical and Scientific Professions in Canada—new bulletin in Professional Manpower series published by Department of Labour, 697.

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corporation profits in 1958 down 3.4 per cent from 1957, 637.

Pronto Uranium Mines Limited:*IUOE*

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certification application by Local 796 on behalf of a unit of employees—heating plant operator and heating plant operator's helpers: representation vote, 472.

Pronto Uranium Mines Limited—(Conc.)*USWA*

certification application by Local 796: rejected 912.

certification application on behalf of a unit of office employees: received, 718; granted, 829

certification application on behalf of a unit of stationary engineers and helpers at Algoma Mills, Ont.: received, 272; representation vote, 472; granted, 610.

dispute: C.O. appointed, 915; C.B. appointed 1055; C.B. fully constituted, 1179.

dispute: (office and technical employees), C.O. appointed, 1178; settlement, 1301.

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Q**Quebec Central Railway Company:***BLFE*

certification application on behalf of locomotive engineers, received, 49; rejected, 270.

certification application on behalf of a system-wide unit of locomotive engineers: received, 831.

dispute: C.B. appointed, 273; C.B. fully constituted, 391; settlement, 477.

Quebec Express, Luggage, Baggage Checkers and Receiving Clerks Association:*Albert G. Baker Limited*

certification application on behalf of a unit of employees: received, 156; granted, 472.

Quebec Terminals Limited

certification application on behalf of a unit of employees: received, 156; withdrawn, 388; granted, 472.

Quebec Federation of Labour (CLC):

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Quebec North Shore and Labrador Railway Company:*BMWÉ*

certification application on behalf of a unit of employees: received, 1178.

BRT

dispute: C.B. fully constituted, 54; C.B. report, 916, 926; settlement, 1055.

CMSG

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

SIU

certification application on behalf of a unit of deck officers: received, 1178; representation vote, 1294.

North Shore Railway Association

certification application on behalf of a unit of employees: received, 913; granted, 1176.

Quebec Paper Sales and Transportation Limited:*SIU*

dispute: settlement, 614.

Quebec Television (Canada) Limited:*NABET*

dispute: C.O. appointed, 54; settlement, 391.

Quebec Terminals Limited:*ILA*

certification application on behalf of a unit of baggage and cargo checkers employed at the Port of Quebec: received, 388; granted, 472; rejected, 473.

certification application on behalf of a unit of employees: withdrawn, 388; granted, 472.

QELBCRCA

certification application on behalf of a unit of employees: received, 156; withdrawn, 388; granted, 472.

Quirke Lake-Can Met Office Workers' Union:*Can-Met Explorations Limited*

dispute with Local 1575: C.O. appointed, 54; C.B. appointed, 177; C.B. fully constituted, 273; C.B. report, 832, 833; settlement, 832.

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Radio-Iberville Limitee (CHRS):*Syndicate of Employees of Station CHRS*

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Radio—Nord Inc.:*NABET*

dispute: C.O. appointed, 53; settlement, 391.

Radio Station CHRC Limited:*NABET*

dispute: Region No. 6: C.O. appointed, 831; settlement, 1054.

Radio Station CKVL Limited:*NABET*

dispute: C.O. appointed, 831; settlement, 916.

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Railroad Disputes:*Canada*

dispute involving employees on Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba; Railway Express Agency, Inc.; and non-operating employees: settlement following C.B. procedure, 54.

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Railroad Yardmasters of North America, Inc.:*N.Y. Central Railroad Company*

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N.Y. Central Railroad Company (Northern District)

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Right to Work:*United States*

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Robin Hood Flour Mills Limited:*UPWA*

certification application on behalf of a unit of employees at its grain elevator and mill at Humberstone, Ont. received, 155; granted, 610.

Robin Hood Flour Mills Limited—(Conc.)*UPWA—(Conc.)*

dispute with Local 201: C.O. appointed, 477; settlement, 720.

dispute with Local 326: settlement following C.B. procedure, 54.

dispute with Local 342: C.O. appointed, 272; settlement, 720.

dispute with Local 416: C.O. appointed, 1054.

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S**Sabre Freight Lines Limited:***IBT*

certification application by Local 605 on behalf of a unit of drivers and dockmen operating in and out of its Terminal at Burnaby, B.C. received, 388; representation vote, 610 granted, 717.

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t. Lawrence Seaway Authority:**CBRT**

certification application by Cornwall Local Council on behalf of a unit of operating and maintenance employees on the Cornwall Canal: received, 612; withdrawn, 719.

certification application on behalf of a system-wide unit of operating and maintenance employees: received, 611; withdrawn, 719; representation vote, 829; rejected, 830.

CSAC

certification application by Cornwall Local Council on behalf of a unit of operating and maintenance employees on the Cornwall Canal: received, 612; withdrawn, 719.

Cornwall Local Council (CSAC)

certification application on behalf of a unit of operating and maintenance employees on the Cornwall Canal: received, 612; withdrawn, 719.

Dominion Canal Employee's Association

certification application on behalf of a system-wide unit of employees: received, 719; representation vote, 829; rejected, 830; granted, 912.

certification application on behalf of a unit of operating and maintenance employees on the Sault Ste. Marie, Welland and Iroquois Canals: received, 611; withdrawn, 719.

SIU

certification application on behalf of a system-wide unit of employees: received, 719; representation vote, 829; rejected, 830; granted, 912.

certification application on behalf of a unit of operating and maintenance employees on the Beauharnois Canal: received, 611; withdrawn, 719.

certification application by Cornwall Local Council on behalf of a unit of operating and maintenance employees on the Cornwall Canal: received, 612; withdrawn, 719.

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Saskatchewan Federation of Labour:

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Saskatchewan Wheat Pool:**BRSC**

certification application on behalf of a unit of electrical department employees employed in its Terminal Elevator Division at Fort William and Port Arthur: rejected, 386; reasons for judgment, 389.

LGEW

certification application on behalf of a unit of electrical department employees employed in its Terminal Elevator Division at Fort William and Port Arthur: received, 156; rejected, 386; reasons for judgment, 389.

Saskatchewan Wheat Pool Employees' Association

certification application on behalf of a unit of employees in the Vegetable Oil Division: received, 388; granted, 829.

UBW

dispute with Local 333: settlement reported by C.O., 54.

Saskatchewan Wheat Pool Employees' Association:**Saskatchewan Wheat Pool**

certification application on behalf of a unit of employees in the Vegetable Oil Division: received, 388; granted, 829.

Scientific Employees:

See Professional Employees.

Sea-Van Express Limited:**IBT**

certification application by Local 605 on behalf of a unit of employees operating in and out of Burnaby, B.C.: received, 271; granted, 386.

OEIU

certification application by Local 15 on behalf of office clerks: received, 914; granted, 1176. dispute with Local 15: C.O. appointed, 1301.

Seafarers' International Union of North America:

suspended by CLC for action in raiding NAME, a CLC affiliate, 681.

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Algoma Central and Hudson Bay Railway Company

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B.C. Towboat Owners' Association
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British Yukon Navigation Company Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Clifford J. Rogers*: representation vote, 1176; received, 1178; granted, 1291; application rejected, 1294; reasons for judgment, 1295.

Bute Towing Limited

certification application on behalf of a unit of unlicensed personnel employed on tugs and scows: representation vote, 1293; reasons for judgment, 1295.

Canadian National Steamship Company Limited

dispute: settlement after Government intervention after strike following C.B. procedure, 274.

Canadian Pacific Railway Company

dispute: employees on SS *Princess Helene*: C.O. appointed, 477; settlement, 613.

CPR (B.C. Coast Steamship Service)

dispute: settlement after Government intervention after strike following C.B. procedure, 274.

Canadian Tug Boat Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard tugs and barges: received, 1294.

M.R. Cliff Tugboat Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard tugs: withdrawn, 1178.

Commercial Cable Company Limited

dispute: employees on SS *John B. Mackay*: C.O. appointed, 831; settlement, 1054.

Davie Transportation Limited

dispute: settlement, 614.

Dominion Steel and Coal Corporation Limited (Dominion Shipping Division)

dispute: C.O. appointed, 831; settlement, 1302.

Foundation Maritime Limited

certification application on behalf of a unit of employees: rejected, 473.

certification application on behalf of a unit of unlicensed personnel aboard tugs owned and

Seafarers International Union of North America—(Cont.)

Foundation Maritime Limited—Cont

operated by Company at Halifax: receive 719; representation vote, 829; rejected, 83 granted, 912.

certification application on behalf of a unit licensed personnel employed on Company tugs: granted, 717.

Gilley Bros. Limited

certification application on behalf of a unit of unlicensed personnel: representation vote 1293; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel aboard tugs: receive 1295.

Great West Towing and Salvage Limited

certification application on behalf of a unit of unlicensed personnel: representation vote 1293; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel employed aboard tug received, 1295.

Griffiths Steamship Company Limited

certification application on behalf of a unit of unlicensed personnel: representation vote 1293; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel: received, 1295.

Gulf of Georgia Towing Company Limited

certification application on behalf of a unit of unlicensed personnel employed aboard tugs and barges: received, 1294.

certification application on behalf of a unit of unlicensed personnel: representation vote 1293; reasons for judgment, 1295.

Imperial Oil Limited

dispute: employees on MV *Imperial Nanaimo*, MV *Imperial Namu*, and Barge No. 1 dispute lapsed, 274.

Island Tug and Barge Limited

certification application on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by the Company: representation vote, 1292; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel employed aboard tugs and barges: received, 1294.

Kingcome Navigation Company Limited

certification application on behalf of a unit of employees: withdrawn, 1178.

Lake Shore Lines Limited

dispute: settlement, 720.

Seafarers International Union of North America—(Cont.)**McKenzie Barge and Derrick Company (1957) Limited**

certification application on behalf of a unit of unlicensed personnel: withdrawn, 1178.

Monarch Marine Products Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Chenaga*: granted, 1291; reasons for judgment, 1295.

Murray Marine Services Limited

certification application on behalf of a unit of unlicensed personnel aboard MV *Lady Rose* operating on the West Coast: withdrawn, 719.

Northern Transportation Company Limited

certification application on behalf of a unit of employees: rejected, 912.
dispute: C.O. appointed, 719; settlement, 831.

Northland Navigation Company Limited

certification application on behalf of a unit of marine engineers: received, 719; withdrawn, 914.

Owen Sound Transportation Company Limited

dispute: settlement, 274.

Pacific Tanker Company Limited

certification application on behalf of a unit of unlicensed personnel aboard oil barges: representation vote, 1293; reasons for judgment, 1295.

dispute: settlement, 177.

Packers Steamship Company Limited

dispute: settlement following board procedure, 54.

Quebec North Shore and Labrador Railway Company

certification application on behalf of a unit of deck officers: received, 1178; representation vote, 1294.

Quebec Paper Sales and Transportation Limited

dispute: settlement, 614.

St. Lawrence Seaway Authority

certification application on behalf of a unit of operating and maintenance employees on the Beauharnois Canal: received, 611; withdrawn, 719.

certification application by Cornwall Local Council on behalf of a unit of operating and maintenance employees on the Cornwall Canal: received, 612; withdrawn, 719.

Seafarers International Union of North America—(Cont.)**Quebec Paper Sales and Transportation Limited—(Conc.)**

certification application on behalf of a system-wide unit of employees: received, 719; representation vote, 829; rejected, 830; granted, 912.

Shell Canadian Tankers Limited

certification application on behalf of a unit of employees on West Coast aboard the MV *Tyee Shell*: received, 272; granted, 836.

dispute: employees on MV *Western Shell*: settlement, 274

Straits Towing Limited

certification application on behalf of a unit of unlicensed personnel aboard barges: representation vote, 1293; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel aboard tugs: representation vote, 1293; received, 1294; reasons for judgment, 1295.

Guy Tombs Marine Services Limited

dispute: settlement, 614.

Transit Tankers and Terminals Limited

certification application on behalf of a unit of deck officers: received, 1178; representation vote, 1294.

Vancouver Tug Boat Company Limited

certification application on behalf of a unit of unlicensed personnel: representation vote, 1293; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel employed aboard tugs and barges: received, 1295.

Westward Shipping Limited

dispute: employees on MV *Britamerican*: settlement, 274.

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F. M. Yorke and Son Limited

certification application on behalf of a unit of unlicensed personnel: representation vote, 1293; received, 1295; reasons for judgment, 1295.

Young and Gore Tugboats Limited

certification application on behalf of a unit of unlicensed personnel aboard tugboats: representation vote, 1176.

certification application on behalf of a unit of unlicensed personnel aboard tugs: received, 1178; granted, 1291; rejected, 1294; reasons for judgment, 1295.

Searle Grain Company Limited:**BRSC**

certification application on behalf of a unit of electrical department employees employed in the grain elevator at Fort William: received, 475.

LGEEW

certification application on behalf of a unit of electrical department employees employed in the grain elevator at Fort William: received, 272; withdrawn, 475.

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Sheet Metal Workers' International Association:

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Shell Canadian Tankers Limited:**CMSG**

certification application on behalf of a unit of deck officers on MV *Tyee Shell* operating on the West Coast: received, 388.

certification application on behalf of a unit of deck officers aboard MV *Tyee Shell*: received 473; granted, 610.

dispute: employees on MV *Western Shell*: settlement, 274.

NAME

certification application on behalf of a unit of marine engineers aboard MV *Tyee Shell*: received, 830; granted, 912.

dispute: employees on MV *Western Shell*: settlement, 274.

SIU

certification application on behalf of a unit of employees on West Coast aboard the MV *Tyee Shell*, received, 272; granted, 386.

dispute: employees on MV *Western Shell*: settlement, 274.

J. Sherman and Sons:**IBT**

certification application by Local 880 on behalf of a unit of truck drivers, at Kemptville and Leamington, Ont.: received, 830; granted, 912.

dispute with Local 880: C.O. appointed, 1054.

Shipping Federation of British Columbia:**ILWU**

certification application by Local 506 on behalf of a unit of papermen employed by the Canadian, British and Foreign Steamship Group, Deepsea Section: received, 610; withdrawn, 719.

dispute with Local 506: C.O. appointed, 391; C.B. appointed, 613; C.B. fully constituted, 720; C.B. report, 916, 919; settlement, 1179.

Shipping Federation of British Columbia—(Conc.)**ILWU—(Conc.)**

certification application by Local 507 on behalf of a unit of ship liners and fitters: received, 474; granted, 1176.

certification application by Local 510 on behalf of a unit of first aid attendants employed by various ship owners, agents and stevedoring companies represented by the Federation: received, 913; withdrawn, 1051.

Shipping Federation of Canada:**Corporation of Port Weller-Sarnia Marine Pilots**

certification application on behalf of a unit of Great Lakes pilots: received, 49; withdrawn, 719.

ILA

dispute: employees in Halifax, Saint John, Three Rivers, Montreal and Quebec: C.O. appointed, 54; settlement, 273; C.B. appointed, 1179; C.B. fully constituted, 1302.

Shipping Industry:

"Flags of Convenience" shipping's biggest problem, says, Omer Becu, General Secretary of ITWF, 682.

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Smith Transport Limited:**TDU**

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Social Security—(Conc.)*Canada*

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Unemployment Assistance Act: amendment, 373.

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Social Assistance Act: amendments, 375, 1155; regulations, 373, 1158.

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Unemployment Relief Act: amendments and regulations, 374.

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Canada provides social worker for UN assignment in France under technical assistance program, 684.

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Stanleigh Uranium Mining Corporation:*Elliot Lake—Stanleigh Office Workers' Union (CLC)*

dispute with Local 1574 C.O. appointed, 54; C.B. appointed, 177; C.B. fully constituted, 273; C.B. report, 477, 479; settlement, 721.

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Stone Bros. Towing Company Limited:*IAM*

certification application by Local 692 on behalf of a unit of machine shop employees: received, 474; withdrawn, 612.

Straits Towing Limited:*CBRT*

certification application on behalf of a unit of unlicensed personnel employed aboard oil barges: received, 1177.

certification application on behalf of a unit of unlicensed personnel aboard tugs: received, 1177.

Straits Towing Limited—(Conc.)*SIU*

certification application on behalf of a unit of unlicensed personnel aboard barges: representation vote, 1293; reasons for judgment, 1295.

certification application on behalf of a unit of unlicensed personnel aboard tugs: representation vote, 1293; received, 1294; reasons for judgment, 1295.

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Statistics

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"Strikes and Lockouts" (monthly feature).

Superior Cartage (Lakehead) Limited:*IBT*

dispute with Local 90: dispute lapsed, 832.

Syndicate of Employees of CFGT:*Lake St. Jean Radio Station*

dispute: C.O. appointed, 613; settlement, 720.

Syndicate of Employees of Nordair:*Nordair Limited*

certification application on behalf of a unit of employees: representation vote, 154; granted, 270; rejected, 270.

dispute: C.O. appointed, 391; settlement, 477.

Syndicate of Employees of Station CHRS:*Radio—Iberville Limitee (CHRS)*

certification application on behalf of a unit of employees at St. Jean, Que.: received, 49; withdrawn, 156.

T**Taggart Service Limited:***IBT*

certification application by Local 106 on behalf of a unit of drivers operating in and out of its terminals at Kingston, Ottawa, Pembroke,

Taggart Service Limited—(Conc.)**IBT—(Conc.)**

Perth, Renfrew and Toronto, and Montreal: received, 388; representation vote, 472; rejected, 610.

certification application by Local 938 on behalf of a unit of employees: representation vote, 472; rejected, 610.

certification application by Local 938 on behalf of a unit of employees: representation vote, 472; rejected, 610.

TSLEA

certification application by Local 938 on behalf of a unit of employees: representation vote, 472; rejected, 610.

Taggart Service Limited Employees' Association:**Taggart Service Limited**

certification application by Local 938 on behalf of a unit of employees: representation vote, 472; rejected, 610.

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Technical Employees:

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Technological Change:

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Technical Training:

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Terminal Warehouses Limited:**ILA**

certification application on behalf of a unit of employees: received, 1295.
dispute with Local 1842: C.O. appointed, 273; settlement, 613.

Terminus Maritime Inc.:**BRSC**

certification application on behalf of a unit of longshoremen: received, 1051; granted, 1170.

USWA

certification application by Local 5197 on behalf of a unit of longshoremen, at Sept-Îles, Que.: received, 1178; granted, 1291.

Textile Industry:**Canada**

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TWUA brief seeks reduction in imports to save industry, 577.

Textile Workers Union of America (CLC):

TWUA brief seeks reduction in imports to save industry, 577.

Thompson's Transfer Company Limited:**CBRT**

certification application on behalf of a unit of drivers, helpers and warehousemen operating in and out of Halifax and Middleton, N.S.: received, 719; granted, 912.

Three Rivers Shipping Company Limited:**ILA**

dispute with Local 1846: C.O. appointed, 720.

Guy Tombs Marine Services Limited:**SIU**

dispute: settlement, 614.

Toronto, Hamilton and Buffalo Railway Company:**Joint Negotiating Committee**

dispute: settlement following C.B. procedure, 54.

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Tradesmen's Qualifications:

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intensive training possibly has advantages over apprenticeship says labour correspondent of the *London Times*, 458.

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education and training for the unemployed suggested by Lt.-Col. J. G. Bisson, Chief Commissioner, UIC, 1154.

Training—(Conc.)**Canada—(Conc.)**

Outline of Technical Training in the United Kingdom—report issued by Canadian Department of Labour, 260.

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vocational training in agriculture reviewed at Farm Labour Conference, 30.

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Trans-Canada Air Lines:**CALDA**

dispute: C.O. appointed, 156; settlement, 177.

CALLIA

certification application on behalf of a unit of Link Trainer instructors: received, 611; granted, 829.

CALPA

dispute: C.O. appointed, 476; C.B. appointed, 613; C.B. fully constituted, 720; C.B. report, 916, 921; settlement, 1055.

IAM

dispute with Lodges 714 and 1751: C.O. appointed, 831; settlement, 916.

Trans-World Airlines:**CALDA**

dispute: C.O. appointed, 613; settlement, 720.

Transit Tankers and Terminals Limited:**CMSC**

certification application on behalf of a unit of deck officers: representation vote, 1294.

NAME

application for revocation of certification on behalf of a unit of marine engineers below the rank of chief engineer: received, 474; representation vote, 1291; reasons for judgment, 1300.

Transit Tankers and Terminals Limited—(Conc.)**NAME—(Conc.)**

complaint under Section 43 of IRDI Act received, 475; order to bargain collectively, issued, 610; order to bargain collectively revoked, 718.

SIU

certification application on behalf of a unit of deck officers: received, 1178; representation vote, 1294.

Transport Drivers, Warehousemen and Helpers' Union:**Kingsway Transport Limited (Trucking Association of Quebec)**

dispute with Local 106: settlement reported by C.O., 54.

Smith Transport Limited

dispute with Local 106; settlement reported by C.O., 54.

Transportation:**Canada**

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U**Unemployment:**

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CURRENT MANPOWER AND LABOUR RELATIONS REVIEW

JANUARY 15, 1959

Current Manpower Situation

Allowing for a normal seasonal decline, employment remained virtually unchanged between November and December. The number of persons with jobs at December 13, 1958 was estimated to be 5,680,000, down 93,000 from November but 22,000 higher than in December 1957. Agriculture accounted for 19,000 and construction 60,000 of the decline during the month.

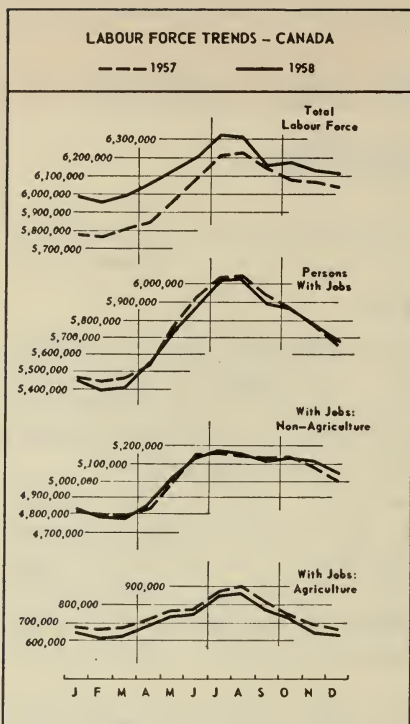
Unemployment continued to rise more slowly than in 1957 although it was at a record level for this time of year. The number of persons without jobs and seeking work was estimated to be 440,000 (7.2 per cent of the labour force) in December, compared with 392,000 (6.5 per cent) a year earlier. The increase over the year was largely confined to the eastern and central regions of the country. The number on temporary layoff was estimated to be 26,000, slightly fewer than a year ago.

Although employment in the last half of 1958 did not deviate to any great extent from the usual seasonal pattern, it contrasted sharply with its behaviour in 1957. In non-farm industries the decline from the seasonal peak in July was estimated to be 125,000, compared with 168,000 in the same period of 1957. This improvement was largely concentrated in the service industry, in construction, and forestry.

The relative improvement in the last half of the year has benefited male workers to a greater extent than females. Employment of men in December was slightly higher than a year earlier in total, and some 36,000 higher in non-farm industries. At mid-year it was 70,000 lower in total and 26,000 lower in non-farm industries. Among women, employment was still higher in December than a year earlier, though not by as much as it was at mid-year. This reversal of trend developed only in the last quarter; before that employment among women had been showing increasing gains.

This development is related to some extent to recent industrial changes. The service industry has been a major source of labour demand throughout the recession. The fourth quarter was even more active than earlier in the year, estimated employment being 8 per cent higher than in the fourth quarter of 1957. Most of the employment gains were in education and health services, and increases were recorded in the employment of both men and women.

Employment in forestry has been considerably stronger than last year. An upturn in export demand early in the year together with the requirements of a record housebuilding program have kept lumber and plywood plants working at a high level in most parts of the country. In turn, increased lumber production exerted pressure on the logging industry, but logging employment was slow to respond because a severe drought in British Columbia forced many camps to close down. At the same time, pulpwood production programs this



winter are somewhat higher than the depressed levels of last year. As a result, logging employment turned up quite sharply, contributing to lower unemployment in many areas, particularly in Quebec and British Columbia. The reduction is not fully reflected in the labour market classification (see page 10) because of offsetting increases in some industrialized centres and because in many areas the unemployment drop was not great enough to bring it out of the substantial labour surplus category.

The employment picture in Ontario is one of mixed trends. Manufacturing activity was stimulated by the settlement of the steel strike in November and was further strengthened by the upturn in motor vehicle production. Automobile output in the fourth quarter was well ahead of a year earlier and in view of increased sales and reduced dealers' stocks should continue to be stronger in the coming months. On the other hand, there has been little or no recovery in

other transportation equipment industries, in machinery, or in the heavy electrical apparatus industry.

Employment in all regions has been supported by an increase in residential, commercial and institutional construction. The total of housing units started during the year has been estimated to be 163,000, about 18 per cent higher than the previous record in 1955. The number of units under construction was almost one-quarter higher than last year, which fact is of particular importance to winter employment. Increased activity on projects held up by strikes this summer has also had a favourable effect. The increase in these types of building together with the employment created by the winter work programs of the federal, provincial and municipal governments has to a large extent offset the drop in engineering and industrial building and has made the declines in this industry much smaller this winter than last. Employment estimates were almost 6 per cent lower than a year earlier in October and November but by December this gap had been virtually eliminated.

Review and Outlook

Apart from seasonal influences the general level of employment changed very little during 1958. For the year as a whole, the average number of persons with jobs was estimated to be 5,722,000 compared with 5,748,000 in 1957, a drop of 0.4 per cent. The actual decline took place over a short span of six months in late 1957 and early 1958. Except for a brief spurt last spring, however, recovery was slow. By the year-end total employment (seasonally adjusted) had shown an increase of about 1 per cent since the

February trough, the smallest increase in four years.

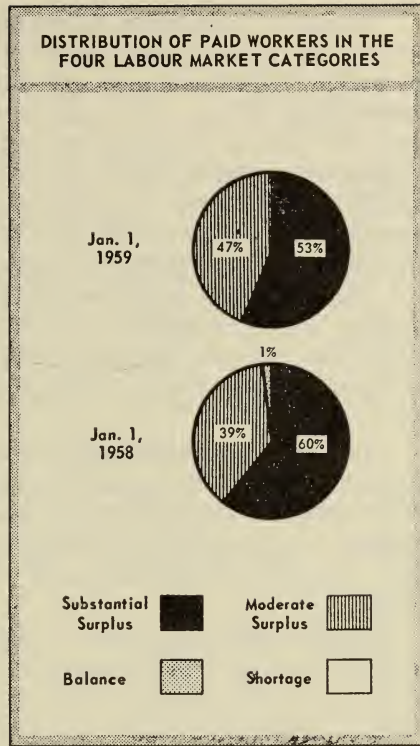
Unemployment increased quite markedly during 1958 as employment failed to keep pace with the growth of the labour force. The number of persons without jobs and seeking work averaged 6.6 per cent of the labour force in 1958, compared with 4.3 per cent for 1957; this was considerably more than the postwar average. Since early fall, however, unemployment increased more slowly than in 1957 and recent reports seem to indicate a continuation of this trend. Between October and December, the number of persons without jobs and seeking work was estimated to have risen by 127,000; during the same period in 1957 the increase amounted to 181,000.

While weaknesses are still in evidence in certain industries there are clear indications that the improvement of recent months is becoming more general.

Most of the industries which developed weaknesses during the recent downturn in activity showed some improvement by the turn of the year. In aggregate terms, the pickup in production and employment has been quite moderate. There are, however, strong indications that most elements of demand are expanding. The major exception is investment in machinery and equipment, which dropped very sharply early in 1958 after rising for several years. While domestic manufacturers have borne only part of the reduction (most of the impact has fallen on imports), the effect has nevertheless been considerable, particularly in the manufacture of machinery and other iron and steel products.

Other sources of demand have shown considerable strengthening. According to most recent reports, both exports and consumption expenditures showed gains, although the strongest support to over-all demand so far has come from the consumers. Between September and October total volume of retail trade was 7.6 per cent higher than a year before. This was the most uniform increase to occur in more than a year. Very high levels of personal incomes during the year provided much of this new punch in consumer purchases.

To what extent consumer demand will hold up in the year ahead will depend on a number of factors, but the outlook, on the whole, is encouraging. A resurgence is expected in consumer durables, particularly automobiles, sales of which were lagging in 1957 and 1958. In fact, some improvement has already occurred; automobile sales in the last quarter of 1958 showed a more-than-seasonal increase. The rising level of housing completions should provide support for some months to the upward trend in home appliances and various other types of household furnishings.



Economic recovery will depend to a large extent on external influences, and in this respect recent economic developments in the United States are encouraging. Production in that country has already recovered nearly all of the previous decline, and employment, after making allowances for the usual seasonal changes, is steadily moving upwards. Moreover, the present upswing appears to be broadly based and prospects of sustained expansion are generally considered to be good. The improvement in United States business has already brought some improvement in Canadian exports, although further increases are likely to be hampered by lagging demand in other export markets.

Other market forces which give promise of further strengthening in business activity include such factors as business earnings and the volume of inventories. The year-long process of stock reductions in manufacturing appears to be at an end. Order backlogs are currently higher than they have been for a year.

In general, manufacturing activity should continue to expand, although employment may not increase as much as output due to increased productivity. While prospects have brightened considerably for automobiles, iron and steel products and household appliances, weaknesses are likely to continue in such lines as industrial machinery, heavy electrical apparatus and railway rolling stock.

Capital spending plans, in total, will probably not change appreciably from the level of 1958, although the make-up of the program can be expected to change. A further rise in the proportion of total outlay on building construction, as opposed to engineering construction and industrial equipment, seems probable. This means that the domestic content of the program will remain relatively high. Large utility projects may figure less prominently in investment plans in the coming year owing to termination of work on developments such as the St. Lawrence Seaway and major gas pipelines.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Jan. 1 1959	Jan. 1 1958	Jan. 1 1959	Jan. 1 1958	Jan. 1 1959	Jan. 1 1958	Jan. 1 1959	Jan. 1 1958
Metropolitan.....	6	8	6	4	—	—	—	—
Major Industrial.....	16	13	10	12	—	1	—	—
Major Agricultural.....	5	7	9	7	—	—	—	—
Minor.....	35	40	22	18	1	—	—	—
Total.....	62	68	47	41	1	1	—	—

* See inside back cover, October issue.

Current Labour Statistics

(Latest available statistics as of January 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Dec. 13	6,120,000	- 0.2	+ 1.2
Total persons with jobs	Dec. 13	5,680,000	- 1.6	+ 0.4
At work 35 hours or more	Dec. 13	4,884,000	+11.9	- 1.4
At work less than 35 hours	Dec. 13	624,000	-49.2	+14.7
With jobs but not at work	Dec. 13	172,000	- 5.0	+ 8.2
With jobs but on short time	Dec. 13	45,000	-10.0	-26.2
On temporary layoff for the full week	Dec. 13	27,000	+50.0	-10.0
Persons without jobs and seeking work	Dec. 13	440,000	+21.9	+12.2
Persons with jobs in agriculture	Dec. 13	633,000	- 2.9	- 4.1
Persons with jobs in non-agriculture	Dec. 13	5,047,000	- 1.5	+ 1.0
Total paid workers	Dec. 13	4,597,000	- 1.4	+ 1.2
<i>Registered for work, NES (b)</i>				
Atlantic	Dec. 11	71,700	+70.7	+ 0.8
Quebec	Dec. 11	175,800	+44.7	+ 3.1
Ontario	Dec. 11	178,500	+33.5	+ 4.7
Prairie	Dec. 11	79,500	+53.8	+ 3.8
Pacific	Dec. 11	68,700	+37.4	- 9.9
Total, all regions	Dec. 11	574,200	+43.9	+ 1.6
<i>Claimants for Unemployment Insurance benefit</i>				
Amount of benefit payments	Dec. 1	419,233	+29.6	+ 4.0
	November	\$21,134,688	+ 4.2	+11.3
<i>Industrial employment (1949 = 100)</i>				
Industrial employment (1949 = 100)	Nov. 1	120.0	- 1.6	- 4.2
Manufacturing employment (1949 = 100)	Nov. 1	110.1	- 2.1	- 5.3
<i>Immigration</i>				
Immigration	1st 9 mos.	100,131	—	-59.0 (c)
Destined to the labour force	1st 9 mos	52,455	—	-61.3 (c)
<i>Conciliation Services</i>				
Number of cases in progress	October	868	- 2.0	—
Number of workers involved	October	203,361	- 7.6	—
<i>Strikes and Lockouts</i>				
No. of strikes	Dec.	31	—	+ 4.6 (c)
No. of workers involved	Dec.	18,129	—	+17.5 (c)
No. of days lost	Dec.	243,105	—	+71.5 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Nov. 1	\$70.99	+ 0.2	+ 3.2
Average hourly earnings (mfg.)	Nov. 1	\$1.65	+ 0.6	+ 1.5
Average hours worked per week (mfg.)	Nov. 1	40.8	+ 0.2	+ 1.2
Average weekly earnings (mfg.)	Nov. 1	\$67.48	+ 0.9	+ 2.8
Consumer price index (av. 1949 = 100)	Dec. 1	126.2	- 0.1	+ 2.5
Real weekly earnings (mfg. av. 1949 = 100)	Nov. 1	128.1	+ 0.6	+ 0.3
Total labour income	October	1,388	- 1.2	+ 1.8
<i>Industrial Production</i>				
Total (average 1935-39 = 100)	November	290.9	+ 0.9	+ 1.8
Manufacturing	November	284.9	+ 2.2	+ 1.4
Durables	November	318.2	+ 3.4	- 4.4
Non-Durables	November	263.6	+ 1.2	+ 6.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October issue.

(b) See inside back cover, October issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The 1959 Calendar

The major agreements in this year's bargaining calendar are shown in the list on the facing page. Approximately 400,000 of the more than 650,000 workers covered by agreements covering 1,000 or more employees will be bargaining in 1959. In contrast with the experience of 1958, when a large number of agreements expired in the first quarter of the year, the majority of workers covered by agreements expiring in 1959 will be affected late in the year. The non-operating railway agreements covering close to 130,000 workers, for example, will expire in December.

Early this year, however, contracts will be open in major sections of the rubber industry, construction and the broadcasting industry, to name those covering the largest groups of workers. The bargaining load during most of 1959, however, does not appear nearly as formidable as it did at the outset of 1958.

Carried over into 1959 from last year were important negotiations affecting the operating trades on the railways, which were in conciliation at the time of writing. Other major negotiations still to be concluded involved Ontario Hydro employees and several important manufacturing establishments in Ontario, such as Massey-Harris-Ferguson Ltd., Avro Aircraft Ltd., Chrysler Corporation of Canada and John Inglis Co. Ltd. In all these, bargaining or conciliation continued into 1959.

Recent Negotiations

The agreement concluded in late December between the International Nickel Company of Canada and the International Union of Mine, Mill and Smelter Workers in Sudbury and Port Colborne brought to a close the lengthy strike in these two centres. The contract provided the 15,000 mine and mill workers with a 6-per-cent wage boost spread over three years and an increase in sickness and accident insurance benefits, as well as the re-establishment of the standard 40-hour week.

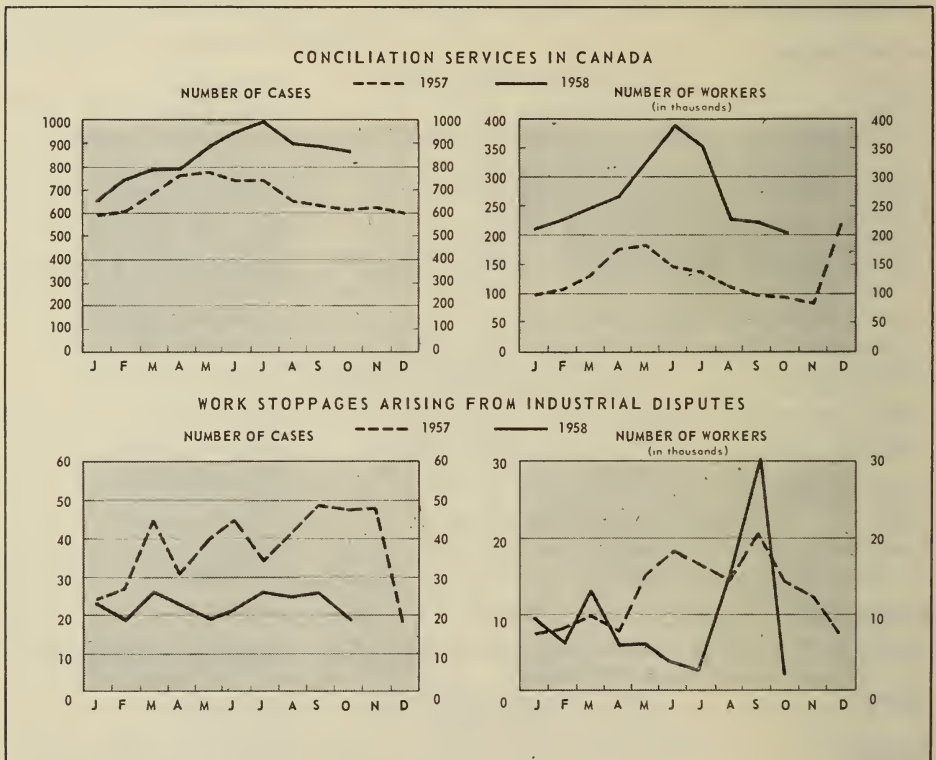
The agreement reached between the United Automobile Workers and the Ford Motor Company of Canada in Windsor and Oakville highlighted an otherwise relatively quiet labour-management scene in the opening two weeks of the new year. The Ford contract, covering some 12,000 workers, provided for a total of 18 cents in wage increases spread over the three-year duration of the contract. In the past month, agreements were signed with four other bargaining units of a thousand workers or more. The 5,000-member Civil Service Association of Saskatchewan obtained a 4-per-cent wage increase in their new yearly contract. Imperial Tobacco in Montreal and 2,100 members of the Tobacco Workers' International Union signed a contract providing for a 15-cent wage increase over two years. Halifax Shipyards negotiated a two-year contract with the Marine and Shipbuilding Workers in Halifax and Dartmouth; the agreement provides for a 10-cent wage increase and added new fringe benefits. Finally, 1,300 Hotel and Restaurant Employees and the management of the CPR Royal York Hotel in Toronto settled for a two-year contract that will provide for a \$3.00-a-week salary hike by contract termination date, August 1960.

BARGAINING CALENDAR

Selected Major Contracts Expiring in 1959

INDUSTRY	EMPLOYER	UNION
First Quarter		
Mining	Hudson Bay Mining, Flin Flon	Various unions
Rubber Products	Firestone, Hamilton Dominion, Kitchener & St. Jerome Goodyear, Toronto	United Rubber Workers
Non-Ferrous Metal Products	Anaconda—American Brass, Toronto	United Automobile Workers
Electrical Supplies	Northern Electric, Montreal	Employees' associations
Petroleum Products	Imperial Oil, Sarnia	Joint Industrial Council
Chemical Products	CLL, Brownsburg	United Mineworkers
Construction	St. Lawrence Power Project; Contractors in Calgary, Edmonton, Flin Flon and Vancouver; heavy construction, B.C.	Various craft unions
Communications	Manitoba and B.C. Telephone Companies Canadian Broadcasting Co.	Telephone Workers ARTEC
Electric Power Trade	Quebec Hydro Quebec, Toronto and Vancouver	Employees' Association Various unions
Public Service	Hamilton, Winnipeg and Government of Saskatchewan	Public Service and Municipal Employees
Scientific Services	Atomic Energy of Canada	Various unions
Second Quarter		
Logging	Companies in British Columbia	Woodworkers
Mining	Noranda Mines	Steelworkers
Food Products	Canning Companies, British Columbia	Fishermen, Allied Workers
Tobacco Products	MacDonald, Montreal	Tobacco Workers
Rubber	Goodrich, Kitchener	United Rubber Workers
Textiles	Courtaulds, Cornwall	Textile Workers
Pulp and Paper	Companies in British Columbia	Papermakers and Pulp and Sulphite Workers
Farm Machinery	International Harvester, Hamilton	Steelworkers
Primary Iron & Steel	Electro-Metallurgical, Welland	United Electrical Workers
Construction	Contractors in Hamilton, Winnipeg; Ontario (lathers and millwrights)	Various craft unions
Transportation	T.C.A.	Various unions
Communications	Alberta Government Telephones Canadian Broadcasting Corp.	Electrical Workers Stage Employees
Electric Power Trade	Quebec Hydro Dominion Stores, Ontario	Office Employees Retail-Wholesale
Public Service	Montreal and Vancouver Toronto	Hospital Employees Fire Fighters
Third Quarter		
Fishing	Fishing Companies in British Columbia	Fishermen, Allied Workers
Mining	Algom Uranium, Elliot Lake Northspan, Elliot Lake	Steelworkers CLC local
Beverages	Distillers Corp., Montreal	Distillery Workers
Clothing	Dress Manufacturing, Montreal and Toronto	Ladies' Garment Workers
Printing	Employers in Toronto	Bookbinders
Primary Iron & Steel	Dominion Steel, Sydney; Canadian Tube, Montreal	Steelworkers

INDUSTRY	EMPLOYER	UNION
Non-Ferrous Metal Products	Aluminum Company, Kingston	Steelworkers
Cement Construction	Canada Cement Co., Canada-wide Contractors in St. John's area, Newfoundland	Cement Workers Carpenters
Storage Communications	Saskatchewan Wheat Pool Bell Telephone Company	Wheat Pool Employees Telephone Employees
Fourth Quarter		
Mining	Iron Ore Co., Schefferville Asbestos Co., Thetford Mines	Steelworkers Asbestos Syndicate
Clothing	Sportswear Manufacturers, Toronto	Ladies' Garment Workers
Iron & Steel Products	Page-Hersey Tubes, Welland American Can Company, Quebec and Ontario	United Electrical Workers Can Workers
Transportation	Great Lakes' Carriers Association Toronto Transit Canadian Railways	S.I.U. Street Railway Non-operating trades
Electric Power Public Service	Shawinigan Water & Power Montreal, Ottawa, Toronto, Winnipeg	Employees' Association Civic Employees' Unions
Personal Service	Queen Elizabeth Hotel, Montreal	Hotel & Restaurant



Manpower Situation in Local Areas

ATLANTIC

The seasonal influences that caused a reduction of outdoor activity in the Atlantic region during October and November became more pronounced in December and contributed to a further drop in employment in such industries as construction, fishing, transportation, logging and lumbering. Seasonal staff reductions occurred also in certain parts of manufacturing, notably food processing.

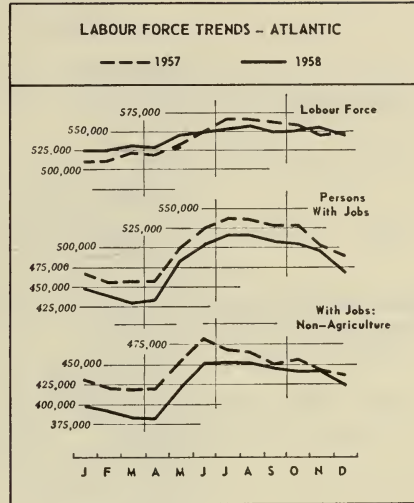
Employment in heavy manufacturing declined moderately during the month owing to layoffs in the shipbuilding and steel products industries. Trade establishments reported a busy month; staff requirements increased notably in preparation for the Christmas trade. In mid-December the total number of persons with jobs was estimated at 468,000, a drop of 27,000 from a month earlier and 22,000 from a year ago.

Employment in the transportation industry was at a fairly low level in all parts of the region throughout 1958. By November, total employment in the industry was estimated to be about 4 per cent lower than last year. Much of the drop can be associated with the lower level of freight shipments. For Canada as a whole, the total volume of freight shipments was 6 per cent lower in October than it was a year earlier.

Construction activity increased quite markedly towards the end of the year. By November, construction employment was higher than in the previous year in all four of the Atlantic provinces. Most of the improvement came from increased housebuilding; housing starts in November were about one-third greater than in the same month in 1957. Employment gains in engineering construction were relatively small all year compared with the sharp advances in the value of contracts awarded. It is not unusual, however, for engineering contracts to be let well in advance of initial construction, so that some improvement may take place in this sector during the coming year.

Forestry continued to be a major source of weakness, although some areas showed evidence of improvement towards the end of the year. Pulpwood logging in Newfoundland was more active in December than in the same month last year (a time when cutbacks in logging operations were taking place) but was considerably below normal for this time of year. In New Brunswick, some improvement occurred in both pulpwood logging and lumbering during the last quarter of 1958. By December, logging employment in New Brunswick was almost 30 per cent higher than in the previous year, though it was still sharply lower than in 1956.

The seasonal increase in unemployment was widespread during the month and resulted in the reclassification of 13 of the 21 areas from the moderate to



CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1, 1959

	SUBSTANTIAL LABOUR SURPLUS		MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1		Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	EDMONTON ← MONTREAL ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor		Calgary Halifax Hamilton OTTAWA-HULL ← TORONTO ← Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall FARNHAM-GRANBY ← Fort William-Port Arthur Joliette LAC ST. JEAN ← MONCTON ← New Glasgow NIAGARA ← PENINSULA PETERBOROUGH ROUYN-VAL D'OR Shawinigan SHERBROOKE ← Sudbury SYDNEY TROIS RIVIERES		Brantford GUELPH ← Kingston KITCHENER ← London Oshawa Saint John Sarnia Timmins-Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← NORTH BATTLEFORD RIVIERE DU LOUP ← THETFORD-MEGANTIC ST. GEORGES YORKTON		Barrie BRANDON ← Chatham Lethbridge MOOSE JAW ← Prince Albert Red Deer REGINA SASKATOON		
MINOR AREAS (labour force 10,000-25,000)	Bathurst BEAUHARNOIS BRACEBRIDGE BRIDGEWATER CAMPBELLTON CHILLIWACK DAUPHIN DAWSON CREEK DRUMMONDVILLE EDMUNDSTON FREDERICTON Gaspé GRAND FALLS KENTVILLE MONTMAGNY Newcastle NORTH BAY OKANAGAN VALLEY OWEN SOUND PEMBROKE PORTAGE LA PRAIRIE Prince George Prince Rupert QUEBEC NORTH SHORE Rimouski STE. AGATHE-ST. JEROME St. Stephen Sorel SUMMERSIDE TRURO VALLEYFIELD VICTORIAVILLE WEYBURN WOODSTOCK, N.B. YARMOUTH		Belleville-Trenton BRAMPTON ← Central Vancouver Island CRANBROOK DRUMHELLER Galt GODERICH Kamloops LACHUTE-STE. THERESE Lindsay LISTOWEL MEDICINE HAT ST. HYACINTHE St. Jean ST. THOMAS Sault Ste. Marie SIMCOE STRATFORD SWIFT CURRENT Trail-Nelson WALKERTON WOODSTOCK-INGERSOLL	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, October 1958 issue.

the substantial surplus category. At January 1, 1959, the area classification was as follows (last year's figures in brackets): in substantial surplus, 19 (18); in moderate surplus, 2 (3).

Local Area Developments

St. John's (metropolitan) remained in Group 1. Total employment in the area remained slightly higher than a year ago owing to a more vigorous construction program.

Halifax (metropolitan) remained in Group 2. Layoffs at the Halifax shipyards resulted in a slight decline in manufacturing employment.

Sydney (major industrial) was reclassified from Group 2 to Group 1. Staff reductions at the steel plant contributed to the employment decline.

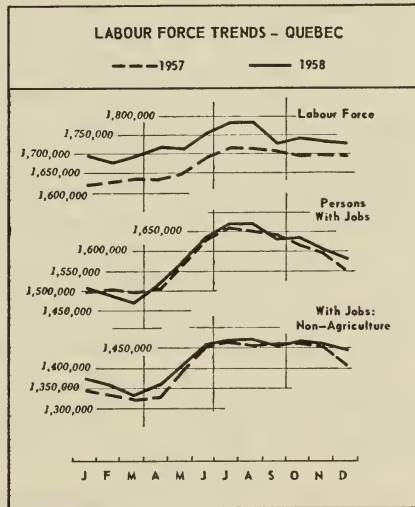
Moncton (major industrial) was reclassified from Group 2 to Group 1. Seasonal industries were almost entirely responsible for the larger labour surplus in this area.

Charlottetown, Grand Falls, Summerside, Bridgewater, Kentville, Truro, Yarmouth, Campbellton, Edmundston, Fredericton and Woodstock (major agricultural and minor) were reclassified from Group 2 to Group 1.

QUEBEC

Employment in the Quebec region declined less than seasonally during the month. At December 13, the number of persons with jobs was estimated to be 1,578,000, some 27,000 fewer than a month earlier but 25,000 more than a year before. Outdoor activities were mainly responsible for the decline during December, but construction and transportation held up much better than last year. This was also true of forestry. Reports from many areas indicate greater activity this year than last in both lumber production and pulp cutting. As a result, unemployment was lower than last year in more than half of the labour market areas in the region. Manufacturing employment continued below last year's level, owing to reduced activity in iron and steel products, aircraft, railway rolling stock and shipbuilding industries.

Non-farm employment was slightly higher in the region during the first 11 months of the year than in the same period a year earlier. This was in contrast with the marked year-to-year decline in 1957. The trade, finance and service industries and some sections of construction were the main support to over-all employment in the region. Residential construction activity was at record levels. Housing starts in the first 10-month period were about 33 per cent higher than in the same period in 1957. Activity in road and bridge construction was also markedly higher. Further expansion occurred in trade, finance and service industries and employment in these industries was from 2 to 5 per cent higher than



in the previous year. Manufacturing employment was, on the average, some 5 per cent below the level of the previous year. All groups within manufacturing were lower, although the trends of various groups differed considerably. Employment became firmer during the year in the pulp and paper industry as excess inventories were reduced and demand in Canada and abroad improved slightly. Sawmills experienced a good season in the second part of the year, a high demand for timber being a contributing factor. Primary and secondary textile plants showed some signs of improvement since August, although employment was still well below the level of 1957. Employment in the iron and steel and transportation equipment industries was about 11 and 12 per cent lower than in the previous year. While sharp employment declines in the iron and steel industry seemed to have come to an end by early in 1958, the downward trend in the transportation equipment industry was still continuing at the end of the year.

Mining employment was more than 5 per cent lower in 1958 than in 1957. While employment in gold and non-metal mining was about 7 per cent lower, the decline in employment in base metal mining was only half as much.

At the beginning of January, the classifications of the 24 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 21 (23); in moderate surplus, 3 (1).

Local Area Developments

Montreal (metropolitan) was reclassified from Group 2 to Group 1. Unemployment rose in the Montreal area during the month, mainly as a result of seasonal weakening in construction and other outdoor activities. Declines in the construction and transportation industries more than offset gains in trade, finance and service industries.

Quebec-Levis (metropolitan) was reclassified from Group 2 to Group 1. Unemployment rose in December but was lower than last year at this time. Seasonal layoffs in construction and transportation were mainly responsible for the increase in unemployment. Logging continued to be more active than a year ago; about 20 per cent more loggers were at work north of Quebec than in the previous year.

Major Industrial Areas Reclassified from Group 2 to Group 1: *Lac St. Jean, Farnham-Granby, Rouyn-Val d'Or, Sherbrooke and Trois Rivières.* Unemployment increased in all these areas during the month, but in most cases was less than last year. Layoffs in primary and secondary textiles were of shorter duration than last year.

Rivière du Loup and Thetford-Mégantic-St. Georges (major agricultural) were reclassified from Group 2 to Group 1.

Lachute-St. Thérèse and St. Hyacinthe (minor) were reclassified from Group 3 to Group 2.

Minor Areas Reclassified from Group 2 to Group 1: *Beauharnois, Drummondville, Montmagny, Québec North Shore, Ste. Agathe-St. Jérôme, Valleyfield and Victoriaville.*

ONTARIO

Employment in Ontario declined seasonally during the month. The number of persons with jobs at December 13 was estimated to be 2,132,000, a decline of 22,000 from the previous month and 17,000 from the previous year.

The month-to-month decline in employment was almost entirely in the non-farm industries, whereas agriculture accounted for more than 70 per cent of the decline over the year. Unemployment increased during the month and continued higher than a year earlier.

Economic conditions in general compared favourably with those of last year. Most of the decline in non-agricultural industries during December was due to seasonal declines in construction, lake shipping, and food and beverages. In addition, there were temporary layoffs for the Christmas and New Year's holidays and for inventory taking. In Northern Ontario, the increased unemployment resulting from the decline in mining and the after-effects of the strike at the International Nickel plant in Sudbury were still in evidence.

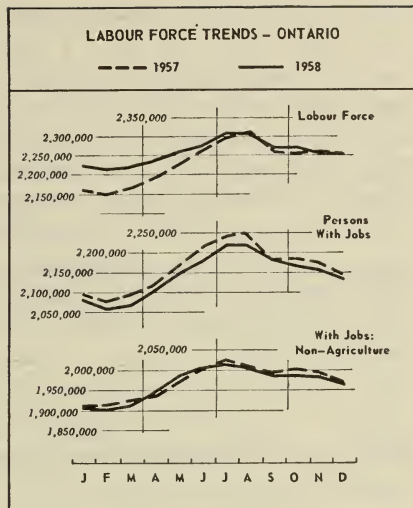
In spite of the weather-enforced curtailment in construction, the building industry in general remained very active, and the number of houses as well as of institutional and commercial buildings under construction was much higher than a year ago. The decline in construction affected employment in manufacturing, particularly in the iron and steel industry, resulting in layoffs in plants producing structural steel and sheet metal. In other sectors of the iron and steel industry, weaknesses persisted in machinery manufacturing and in the heavy electrical apparatus industry, whereas the farm implements industry showed continued strength and was preparing for a busy season. New strength was derived from the continuing improvement in the automobile industry. Motor vehicle production in December rose by 15 per cent from the previous month, exceeding last year's low level by some 48 per cent. The employment effects of this production increase were evident in many parts of the region. Forestry showed renewed seasonal activity, with the employment level above that of last year.

Eighteen of the 34 areas in the region were reclassified during the month, all to categories denoting increased unemployment. At January 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 9 (8); in moderate surplus, 25 (25); in balance, 0 (1).

Local Area Developments

Metropolitan Areas Where Classification Unchanged: *Hamilton* (Group 2)—Total industrial employment was considerably lower than last year. Unemployment increased, due to a decline in construction, sheet metal and rolling stock production. *Windsor* (Group 1)—Unemployment increased considerably during the month, due to a decline in construction and considerable layoffs in food and beverages and iron and steel products. Total industrial employment was much below last year's level.

Metropolitan Areas Reclassified from Group 3 to Group 2: *Ottawa-Hull*—The reclassification was mainly the result of a seasonal decline in construction, although much building activity is continuing unabated. Seasonal declines



occurred also in food and beverages. Total industrial employment was noticeably higher than a year ago. *Toronto*—Seasonal layoffs took place in construction and transportation. Layoffs also occurred in plants producing structural steel, sheet metal and heavy electrical apparatus. Total industrial employment showed little change from the year before.

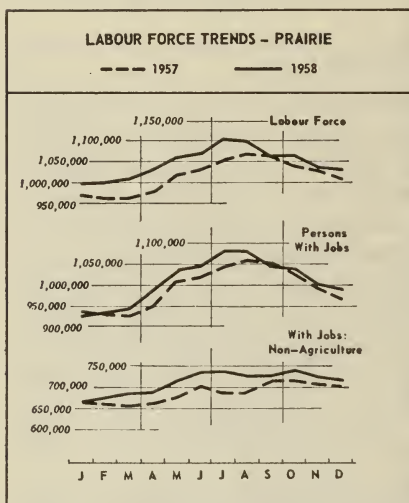
Major Industrial Areas Reclassified from Group 3 to Group 2: *Guelph and Kitchener*—Reclassification was due mainly to seasonal declines in construction and to temporary layoffs for the Christmas and New Year's holidays.

Major Industrial Areas Reclassified from Group 2 to Group 1: *Niagara Peninsula*—Considerable layoffs occurred in iron and steel products manufacturing plants. *Peterborough*—layoffs occurred in electrical apparatus and transportation equipment.

Minor Areas Reclassified from Group 3 to Group 2: *Brampton, Goderich, Listowel, St. Thomas, Simcoe, Stratford, Walkerton, Woodstock-Ingersoll.*

Minor Areas Reclassified from Group 2 to Group 1: *Bracebridge, North Bay, Owen Sound, Pembroke.*

PRAIRIE



Employment, though experiencing the usual seasonal decline, held up relatively well in December. The estimated number of persons with jobs at December 13, 1958, was 988,000, which was 21,000 higher than the year before. There was a decrease of some 13,000 from November, but this was only about half the decline that occurred in the same month of the two previous years. The non-farm decline was comparable to last year's but in agriculture it was considerably less than half as large.

In the first half of December, strong Christmas sales added buoyancy to trade and transportation employment. The usual construction decline was most noticeable in general engineering, but its

severity was mitigated by a record level of housebuilding and generally favourable weather. Consequently, about 10 per cent more were employed in construction than a year earlier. A high level of activity in beverages and food processing, including a particularly heavy livestock run, contributed strength to general manufacturing, in which only sporadic cutbacks were evident.

The increase in unemployment, and its total, were very near to the figures of last year. In the month, 14 labour market areas were reclassified into categories denoting increased unemployment, making the classification of the 20 areas on January 1 as follows (last year's totals in brackets): in substantial surplus 8 (9); in moderate surplus 12 (11).

Local Area Developments

Calgary (metropolitan) remained in Group 2. A very high rate of construction, with building permits for the year almost double the figure for 1957, was

instrumental in maintaining employment. Some scattered shortages of skilled personnel such as nurses and mechanics existed.

Edmonton (metropolitan) was reclassified from Group 2 to Group 1. An increase in the surplus of construction workers was most marked and there was some reduction of staff in steel milling and aircraft plants. Registrations of men at the local office of the National Employment Service were appreciably down from last year, but registrations of female sales, clerical and service workers were higher. Employment in forestry was improved.

Winnipeg (metropolitan) remained in Group 2. High activity in food processing, farm implements and sheet metal products lent strength to manufacturing. Heavy retail and mail order demand, higher-than-average snow clearance and a relatively high level of residential construction kept registrations at the National Employment Service below last year's level.

Fort William-Port Arthur (major industrial) remained in Group 1. Forestry employment evidenced no improvement, and the seasonal layoff of stevedores, ships crew, and grain handlers that occurred at the close of navigation increased unemployment. Canadian Car Company released 100 men. Trade and construction were slightly down from last year.

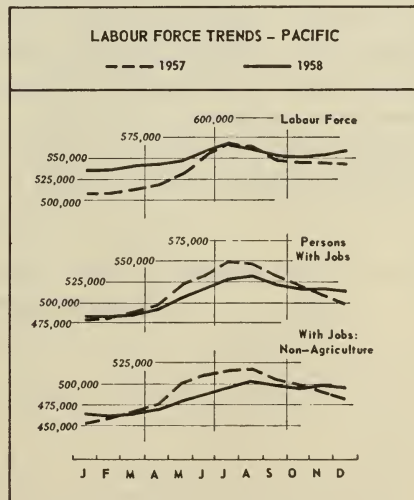
Saskatoon and Regina (major agricultural) were reclassified from Group 3 to Group 2. Work on large construction projects, in farming, and in transportation continued to slacken with the onset of winter.

Other areas reclassified: *Brandon* and *Moose Jaw* (major agricultural) from Group 3 to Group 2; *North Battleford* and *Yorkton* (major agricultural) from Group 2 to Group 1; *Swift Current, Drumheller and Medicine Hat* (minor) from Group 3 to Group 2; *Weyburn* (minor) from Group 3 to Group 1; *Dauphin, Portage La Prairie, and Dawson Creek* (minor) from Group 2 to Group 1. Road construction and repair, of significant effect on employment in the Prairies, and most kinds of farm work have come to a standstill. Few alternative opportunities for labour exist in the smaller centres.

PACIFIC

The recovery in logging and construction was still in evidence during December, with a resulting improvement in employment conditions. Persons with jobs were estimated to be 574,000 at mid-month, only slightly fewer than a month earlier and 15,000 more than last year. Unemployment, though still high in relation to the Canada average, was less than last year as a proportion of the labour force.

Throughout the year activity in the construction industry was well down from 1957 owing to industrial disputes and reduced investment in utilities, pulp and paper manufacturing, oil refining and aluminum smelting. Employment rose gradually during the second half of



the year after the strike settlement in Vancouver. In addition, the value of contracts awarded for most types of construction in the fourth quarter of the year was markedly higher than for the same period in 1957. House building is providing much greater support to employment this winter than last, the number of units under construction being about one-third higher.

In November, manufacturing employment was at about the same level as last year although trends in the component industries differed sharply. A strong demand for lumber and plywood has provided most of the stimulus in recent months. Shipbuilding, on the other hand, was down 98 per cent from last year and not much rehiring is expected before mid-1959. Employment was also down significantly at the Kitimat smelter and in the manufacture of iron and steel products.

As usual, logging in many areas was curtailed during December by heavy snow but the industry was generally much more active than last winter. As a result, unemployment was lower in most parts of the region. The area classification of the 11 labour market areas was as follows (last year's figures in brackets): in substantial surplus 5 (9); in moderate surplus 5 (2); in balance 1 (0).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. Employment in the last quarter of 1958 declined less than usual and was close to the year-earlier figure. Sales of plywood reached a new record in 1958 and extra shifts have been added to rebuild depleted stocks. Sawmill production was maintained at a relatively high level with few shutdowns for seasonal reasons. No further layoffs from local shipyards were reported, although staffs were well down from summer levels. A substantial volume of new construction work has been initiated in recent months which, together with the high level of housing and the carry-over from projects held up by industrial disputes last summer, ensures that construction employment will be higher this winter than last. Mining and exploration activity was cut down by weather conditions but the generally brighter outlook for base metals indicates an early rehiring of miners next spring. Registrations at National Employment Service offices, although still substantial, were 8 per cent lower than last year.

Minor Areas Reclassified: *Cranbrook* (from Group 3 to Group 2), *Chilwack* (from Group 2 to Group 1), *Okanagan Valley* (from Group 2 to Group 1). Increased unemployment in these areas was largely of a seasonal nature, notable layoffs occurring in construction and fruit processing plants. Heavy snowfall resulted in the shutdown of numerous logging and sawmill operations.

The Current Manpower and Labour Relations Review is prepared in the Economics and Research Branch.

NOTES OF CURRENT INTEREST

Authorize Quebec Municipalities To Join in Winter Work Plan

With the enactment December 17 of a bill authorizing Quebec municipalities to enter into agreements with the federal Government to share direct payroll costs of additional winter work projects to ease unemployment, all 10 provinces are now participating in the plan. By December 1, the date on which the plan became effective, eight provinces had agreed to participate (L.G., Dec. 1958, p. 1345).

Quebec did not offer further incentives, as did Prince Edward Island, Ontario, Manitoba, Saskatchewan and Alberta, but the bill authorizes municipalities to make the necessary borrowings to pay their share of the projects. This will enable them to circumvent the delays they usually encounter in borrowing funds for works projects.

On December 23, Hon. Michael Starr, Minister of Labour, reported that 525 projects valued at \$27,000,000 and providing direct employment of 9,400 men had been approved under the plan up to December 22, and that a further 62 were still being processed. At that time, Quebec and Prince Edward Island had not submitted any projects for federal approval.

Apart from the direct employment of 9,400 men for an estimated 590,000 man-days up to April 30, when the federal cost-sharing offer ends, Mr. Starr said he expected the program to provide jobs for others on related activities, such as the manufacture and distribution of water and sewage pipes, and construction materials, and the maintenance and repair of tracks and other equipment.

Shortly before passing its bill, Quebec enacted another increasing to \$20,000,000 from \$15,000,000 a government fund used to make assistance payments to rural municipalities that build waterworks or sewer systems.

Manitoba Labour Brief Urges Action against Unemployment

In its annual memorandum of legislative requests the Manitoba Federation of Labour recently asked the Government of Manitoba to make a number of changes in labour legislation and also proposed mea-

asures to deal with unemployment in the province.

The Federation asked that the minimum wage rate be raised to \$1.25 an hour for all workers. The present rates are 60 cents for males and from 54 to 58 cents for females.

Proposed changes in legislation included:

Amendment of the Employment Standards Act to provide for a weekly day of rest for all employees, doing away with the exception now allowed by the Act, and for seven paid statutory holidays for all employees.

Amendment of the Vacations with Pay Act to provide for two weeks vacation after one year's service and three weeks after five years.

Increases in benefits paid under the Workmen's Compensation Act, including an increase in the amount payable for total disability, both temporary and permanent, to \$25 a week from the present \$15, as recommended in the Turgeon report. The federation would have average earnings for the purpose of the Act set at a maximum of \$5,000. Extension of coverage to employees of wholesale and retail establishments, hospitals and nursing homes, hotels and restaurants, and privately owned radio stations, as well as clerical workers, was also requested.

Changes in the Labour Relations Act, including the repeal of Section 38 (2), which, according to the Federation, "opens the door for the Minister of Labour to bind the parties to acceptance of the report of a conciliation board, into a board of arbitration, *before a board is appointed*".

Proposals for relieving unemployment made in the brief included the formation of a public works program and a low-cost subsidized rental housing program, and the immediate enactment of a maximum work week of 40 hours.

NAME Planning Merger with Railway, Transport Workers

A merger is planned between the National Association of Marine Engineers (CLC) and the Canadian Brotherhood of Railway, Transport and General Workers (CLC), according to Richard Greaves, President of the Engineers, and Elroy Robson, Vice-President of the Brotherhood.

Unions Stage 4-Day Boycott of "Flags of Convenience" Ships

An international boycott against ships flying "flags of convenience", imposed for the four days December 1 to 4 under the sponsorship of the International Transport Workers' Federation, appears to have been largely effective in United States and Canadian ports, but to have amounted to little more than a demonstration in other parts of the world, including Europe, where the boycott originated.

On the first day of the boycott in the United States, members of the American unions participating, which included the National Maritime Union, the Seafarers' International Union, the International Longshoremen's Association, and the International Brotherhood of Teamsters, were reported to have been successful in temporarily stopping the loading or unloading of some 75 "runaway" ships which were formerly of American registry. The U.S. unions limited their boycott to former American ships.

The total number of ships affected by the boycott is estimated to have reached 125 in the United States, eight in Canada, and 30 in Europe and the rest of the world. The target set by the 62-nation International Transport Workers' Federation had been to tie up 1,000 ships in ports all over the world in a move to unionize 75,000 seamen.

Of 1,800 ships that fly the flags of Panama, Liberia, Honduras, and Costa Rica to avoid taxation and obtain cheaper labour, about 45 per cent are said to be owned by Americans, 45 per cent by Greeks, and 10 per cent by other nationals.

"We first of all want to induce the companies to conclude wage agreements which will correct to some extent the working conditions which exist," said Omer Becu, General Secretary of the ITWF, in explaining the object of the boycott. "But we also want this action to attract public attention to this fundamental problem which may affect the entire economics of traditional maritime nations."

The minimum wage sought by the Federation was 10 per cent more than the rate set by the National Maritime Board of Great Britain, or about \$120 a month. Able-bodied American seamen earn more than \$500 a month. However, it is reported that, in the opinion of many, conditions aboard the "flag-of-convenience" ships are usually high, and that wages are much better than on British ships.

The attitude of dock workers around the world to the boycott was described by Mr. Becu as "not favourable, but not bad". At

first the boycott was partly successful in Belgium ports. But it was cancelled in Holland when two of the three main Dutch trade union organizations refused their support, after some hesitation, on the first day. It failed in France, where most dockers belong to a Communist organization which, since the boycott was sponsored by the ICFTU, refused support. West German and Italian stevedores declined to participate in the boycott. In Greek ports, also, it was said to have been not very effective.

In Vancouver, two court injunctions were granted against the boycott picketing of the "PanLibHonCo" or "Panhonlibco" ships, and in Montreal police banned pickets under a Canadian law which forbade picketing inside harbour property. The Federal District Court in New York City refused to grant an injunction against the boycott. The presiding judge said that he lacked jurisdiction, but observed that if he had had jurisdiction he would have been inclined to decide against issuing an injunction.

3-Year Pact on U.S. Pattern Signed by UAW, GM of Canada

Following six months of negotiations, General Motors of Canada and the United Auto Workers on December 5 signed a three-year contract covering employees of the firm at Oshawa, Windsor, London, St. Catharines and Toronto.

The agreement was similar to agreements signed by the UAW with automobile manufacturers in the United States (L.G., Nov. 1958, p. 1260). But the Canadian auto worker still gets 40 cents an hour less than his U.S. counterpart.

UAW Canadian Director George Burt said the settlement marks the first time since GM workers were organized in 1937 that the Canadians have been able to obtain the full U.S. settlement without a strike.

A major gain for the Canadians, different from the U.S. provisions, was an improvement in their pension plan that will add \$8 a month to pensioners at age 70 for a total of \$80.50.

It was expected that the GM contract would serve as a pattern for agreements between the UAW and Ford of Canada and Chrysler Corporation of Canada. Negotiations with both firms were still in progress at press time.

Improvements in the new contract besides the pension provision were:

—An annual increase of 6 per cent an hour or 2½ per cent, whichever is greater, each year of the three-year contract for a total of 18 cents. The first 6-cent boost

was made retroactive to September 1, 1958; the second will take effect October 1, 1959; the final one becomes due November 1, 1960. Skilled workers get a boost of 8 cents. With the first boost minimum wages at most GM plants will go to \$1.94 an hour; \$2.39 to \$2.62 for skilled workers.

—Supplementary unemployment benefits at the rate of 65 per cent of take home pay for the full period of a layoff. The old plan reduced benefits to 60 per cent after four weeks.

—Severance pay for employees with two or more years service if permanently laid off.

—Incorporation of 12 cents of the 20-cents-an-hour cost-of-living bonus into the basic rate.

—A minimum of \$500 additional life insurance for every employee.

—Increase of \$13 a week in sickness and accident benefits at no extra cost to employees.

An unusual provision in the agreement was the one that increased by 10 cents for each year of service the pensions of retired GM workers—from \$2.25 times years of service to \$2.35 times years of service.

Plumbers Union, 25 Contractors Sign Nation-Wide Agreement

A nation-wide agreement setting minimum wage rates for 12,000 Canadian plumbers has been signed between the International Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry and a group of 25 contractors who operate on a national basis.

The agreement provides for a wage of \$2.25 an hour for plumbers in the four eastern provinces and \$2.35 an hour for those in the other provinces.

Contractors covered by the agreement are engaged in oil refinery construction and other large projects.

Recently, the union also signed a national pipeline agreement calling for increases of 30 cents an hour for 600 union members employed in pipeline construction.

George Home Named Director Of Political Education by CLC

George Home, Secretary-Treasurer of the British Columbia Federation of Labour, was named last month to be Director of Political Education of the Canadian Labour Congress. He succeeds the late Howard Conguergood.

At the same time, Henry Rhodes, Regional Director of Organization, Ontario,

was appointed Assistant Director of Organization at CLC headquarters. He will be succeeded by Harry Simon, a CLC organizer in Ontario.

Another appointment last month was that of Emile Boudreau of Montreal to be Assistant to the Quebec Director of the United Steelworkers of America. He will be in charge of the northwest Quebec area, with headquarters at Rouyn.

Mr. Home was born in Glasgow and came to Canada in 1926. He joined the Marine Workers and Boilermakers' Industrial Union in Vancouver in 1942 and became Vice-President the following year. He later joined the United Steelworkers and in 1945 he became a member of the United Packinghouse Workers. He was elected president of the Vancouver Labour Council in 1948 and later that year became Secretary-Treasurer of the British Columbia Federation of Labour of the former Canadian Congress of Labour. With the merger of the two provincial federations, following the merger of the Trades and Labour Congress and the Canadian Congress of Labour, he was again elected Secretary-Treasurer.

Mr. Rhodes became a member of the Canadian Brotherhood of Railway Employees and Other Transport Workers at Windsor, Ont., 23 years ago. He was subsequently elected President of the division and in 1942 joined the staff of the Canadian Congress of Labour. He was appointed Ontario Regional Director in 1947. Following the merger of the two congresses he went to Regina as Regional Director for the Prairie Provinces and early in 1958 returned to the Ontario position.

Harry Simon first joined the Fur Workers' Union in Toronto in 1925 and four years later, at the age of 19, became a business agent for the union, the youngest in Canada. In 1944 he was appointed to the Canadian staff of the American Federation of Labor and following the merger became a member of the CLC organizational staff. He now holds membership in the Amalgamated Meat Cutters.

Immigration Less Than Half Of 1957's Nine-Month Total

During the first nine months of 1958 Canada admitted 100,131 immigrants compared with 244,266 in the same period in 1957, the Department of Citizenship and Immigration has reported.

Immigrants destined for the labour force during the first nine months of 1958 totalled 52,455, compared with 135,675 for the same period in 1957.

Former UIC Staff Official, Oliver Shaw Dies in Ottawa

Oliver James Shaw, former Director of Staff Relations for the Unemployment Insurance Commission at Ottawa, died at his home during November at the age of 64.

During his 51 years of Government service Mr. Shaw held administrative posts in the Department of National Defence, Public Archives and in the office of the Comptroller of the Treasury.

Mr. Shaw became Director of Staff Relations in 1943 and retired in 1955.

Agree to Four-Man Crew in Jet Airliners; Settle Strike

The dispute between two unions in the United States over the question of whether the third man in the cockpit of new commercial jet aircraft shall or shall not be required to take pilot training will likely be settled by adding a fourth man to the crew.

At the beginning of this month, Eastern Air Lines reached agreement with the Flight Engineers' International Association that it would not require flight engineers to have pilot training, and with the Air Line Pilots Association that a third pilot shall be a member of the crew of all-jet aircraft and that he shall be in addition to a flight engineer.

The air line is not expected to have any all-jet aircraft until April 1 next year.

The two settlements brought an end to a strike by the Flight Engineers that lasted 38 days. A similar strike over pilot training for the third man in an aircraft's flying crew, called by the ALPA against American Airlines, was still in progress at press time.

The contention of the Pilots Association has been that the third man, who on propeller-driven planes is a flight engineer, should, on jet aircraft, be required to qualify as a pilot. The union was supported in this contention by the recommendation made last July by an emergency fact-finding board appointed by President Eisenhower. Last summer Eastern Air Lines agreed with the pilots to enforce this rule.

The Flight Engineers' International Association, who fear that enforcement of the rule would drive their organization out of existence, dispute the need for pilot's training for the third man in the cockpit. They protested when Eastern Air Lines decided to enforce the rule, and on November 24 they finally went on strike against the company.

On December 18 the "third man" issue was complicated by a ruling of the U.S. Civil Aeronautics Board that flight training was not required as a safety qualification for the engineer third man on jet passenger aircraft.

The Board said that it was ruling simply from a safety standpoint, whereas the earlier finding of the fact-finding board, in the words of the CAB chairman, "was addressed primarily to the labour dispute and raised no safety considerations not previously considered by the Board".

C. R. Smith, President of American Air Lines, was reported to have at first said that adding a third pilot would be plain featherbedding. But he was said to have changed his mind later, after the company's operations men, who had been studying the line's first jet in test runs since October, reported that a third pilot was needed, along with an engineer. The plane, they said, flies so fast that two pilots should always be at the controls, and a third pilot is required to take over when one of the other two is taking a break. The third pilot would also handle communications and navigation.

ITU and Lithographers Sign Mutual Co-operation Agreement

A "mutual co-operation" pact was signed last month by the International Typographical Union (AFL-CIO-CLC) and the Amalgamated Lithographers of America.

No plans were made for a merger, but the two unions declared that "it is anticipated that the two organizations will carry on closely correlated activities in organizing... and in collective bargaining and economic activities".

The two graphic arts unions have established a \$100,000 fund and co-ordinating committee to look after their mutual affairs, following lengthy discussions. The two unions will have equal representation on the committee. The fund will be spent in situations where both unions are involved in organizing employees.

The typographical union has a membership estimated to be 102,000 (7,500 in Canada); the lithographers, 36,000 (2,500 in Canada).

Teamsters Ordered to Cancel Plans for Special Convention

A United States federal district judge has ordered the International Brotherhood of Teamsters to obey all outstanding recommendations, and all reasonable ones in the future, of the Board of Monitors that he

appointed a year ago (L.G., Feb. 1958, p. 143). He also ordered the union to revoke the special convention call issued in October (L.G., Nov. 1958, p. 1257).

The judge's order was in answer to a plea from the monitors that he strengthen their authority because the Teamsters had been refusing to implement their recommendations for cleaning up the union.

The union was told in the court order to obey 11 specific orders issued by the monitors.

"Provincial Labour Standards" 1958 Edition Now Available

A new edition of the Department of Labour publication *Provincial Labour Standards*, dated October 1958, is now available.

The bulletin sets out in tabular or summary form the standards set by the principal types of labour laws in the Canadian provinces. Subjects covered include child labour, holidays, hours of work, minimum wages, equal pay for equal work, workmen's compensation, fair employment practices and weekly rest-day.

One of the principal changes since December 1956, when the bulletin was last revised, was the enactment in Nova Scotia of legislation to provide for annual vacations with pay. This Act, which provides for a vacation with pay of at least one week after a year of employment, went into force on January 1, 1959. A further change in vacations with pay legislation was that the Saskatchewan Annual Holidays Act was amended to provide for an annual vacation of three weeks with pay after five years service with the same employer. In Quebec, the stamp system of vacation credits used in the building construction industry, previously provided for only in the Montreal and Hull districts, was made applicable to the whole province.

Increases in minimum wage rates are noted in five provinces. In Nova Scotia, the general minimum wage order for women workers, previously applicable only in the cities and towns, was extended to cover the entire province.

Equal pay legislation was enacted in Alberta, forbidding an employer to employ a female employee at a lesser rate of pay than that at which he employs a male employee for identical or substantially identical work.

Under workmen's compensation legislation, changes included increases in the ceiling on annual earnings—from \$3,000 to \$4,000 in New Brunswick and from \$2,700 to \$3,000 in Prince Edward Island—and an increase from 70 to 75 per cent in the

percentage rate of earnings on which compensation is based in New Brunswick. Widows' and children's benefits were raised in several provinces. In Ontario, the burial allowance and the lump sum payment to a widow were each raised from \$200 to \$300.

Copies of the bulletin, in both French and English, are available at 25 cents each from the Queen's Printer, Ottawa.

Publish Results of 1958 Survey Of Working Conditions in Canada

Working Condition in Canada, 1958, has just been published by the Department of Labour. Copies may be obtained from the Queen's Printer at 25 cents each.

The publication, which is based on data obtained from the survey of working conditions conducted by the Economics and Research Branch in April each year, presents in tabular form information on working conditions in most Canadian industries.

Plant and office employees are covered separately in the main industry groups: manufacturing, mining, public utilities, transportation and communication, trade, and finance and service. Working conditions covered include standard hours of work, vacations with pay, statutory holidays, overtime provisions, pension and group hospital-medical plans, and other matters.

Bound Volume Now Available Of 1957 Wages, Hours Report

Paper-bound volumes of *Wage Rates and Hours of Labour* (Annual Report No. 40), which contains data as of October 1, 1957, are now available from the Queen's Printer, Ottawa, at \$1 per volume.

The paper-bound volume contains reports furnished earlier through a loose-leaf service to regular subscribers. These subscribers receive copies of the paper-bound volume free of charge.

The paper-bound volume becomes available one year after the wage rates and hours of labour survey is conducted.

Agnes Beckett Named Assistant To Women's Bureau Director

Mrs. Agnes Provan Beckett has been appointed Assistant to the Director of the Women's Bureau, succeeding Miss Carolyn B. Archer, who resigned from the Public Service on her recent marriage.

Born in Toronto, Mrs. Beckett is a graduate in modern history of the University of Toronto, where she received her Master's degree in 1948. She had been a technical officer in the Legislation Branch of the Department of Labour since 1948.

Labour Organization in Canada, 1958

Little change in extent of labour organization within Canadian labour force; over-all increase of close to 68,000 members spread widely among unions active in Canada. Few unions dropped in membership and only one by as much as 4,000

The 1958 survey of labour organization in Canada shows that there was little change in the extent of organization within the Canadian labour force over the previous year. The over-all increase of close to 68,000 members was spread widely among the unions active in Canada.

In spite of employment decline in some Canadian industries during the year, the number of unions reporting decreases in membership was small: in only one case was it as high as 4,000 members.

The net result of increases and decreases within the various unions, however, served to keep the proportion of total non-agricultural paid workers belonging to unions at approximately the same level as in 1957— or 34.5 per cent, the survey by the Economics and Research Branch revealed.

Two substantial changes occurred in the affiliations of international unions. First, with the affiliation of the Brotherhood of Railway Trainmen to the Canadian Labour Congress, the traditionally independent group of railway brotherhoods, which up until two years ago comprised more than 40,000 members, was reduced to fewer than 10,000. At the present time, from the original group of operating railway workers' unions, only the engineers' and conductors' unions remain independent. The second noteworthy change in affiliates came about with the expulsion of two international unions from the Canadian Labour Congress (L.G., June 1958, p. 588).

Few significant changes were reported in the industrial and geographic distribution of union membership. Transportation and communication continued to be the most highly organized of Canadian industries. The heavy emphasis of organizational efforts in the manufacturing and construction industries, traditional among American unions, has meant a concentration of membership, as in past years, in the more heavily industrialized areas of the country. The 1958 survey also indicates a continuation of union membership growth in such industries as service and trade and finance. Such workers now represent a significant proportion of organized labour in Canada.

International union membership increased slightly more than over-all union membership. (International union membership increased by 72,000 and total union membership increased by 68,000). There was

a slight decrease in the membership of national unions, accounted for by a loss of some 8,000 members in national organizations within the Canadian Labour Congress as well as in a number of independent unaffiliated national unions.

Canadian Labour Congress

An over-all increase of some 74,000 members in unions affiliated with the Canadian Labour Congress was recorded in the survey. This increase was accounted for almost entirely by advances in membership reported by affiliated international unions. Affiliations and expulsions over the 12-month period since the last survey almost balanced one another.

The new affiliate is the Brotherhood of Railway Trainmen, which joined the AFL-CIO in the United States as well as the CLC. The membership gain of 24,000 resulting from this new affiliate was offset by withdrawals from the Congress. The Operating Engineers with 15,000 members, and the Technical Engineers with 1,000 members, were formally expelled from the CLC. The Amalgamated Civil Servants of Canada, with approximately 11,000 members, left the CLC when they joined with the Civil Service Association of Ottawa to form the Civil Service Association of Canada, an independent national organization.

The two unions expelled from the CLC retained affiliation with the AFL-CIO in the United States. This, of course, brought a substantial increase in the number of union members in Canada which held affiliation with the United States labour congress but not with the Canadian congress. A reversal of this situation is noted in the International Teamsters' union, which was expelled from the United States central labour body after an investigation of charges of violation of the Ethical Practices Code of the AFL-CIO. As a result, the Teamsters' union stands as the only large international organization holding affiliation in Canada but not in the United States.

The 1958 labour organization survey, taken 18 months after the establishment of the Canadian Labour Congress, indicates that much has been done to consolidate the larger organization which grew out of the amalgamation of the Trades and Labour Congress of Canada and the Canadian Congress of Labour. In the 1957 survey, it

was indicated that there were still some duplications of provincial federations and of local labour councils. The 1958 survey indicates that all such duplication has been removed and that there now exist within the Canadian Labour Congress nine provincial federations and 96 local labour councils.

Canadian and Catholic Confederation of Labour

The Canadian and Catholic Confederation of Labour reported an increase of close to 5,000 members over the year, bringing its total membership up 4.9 per cent to slightly over 104,000.

The most significant change was the reduction to 13 of the number of federations within the CCCL as a result of the break-up of the 3,200-member National Federation of Chemical Workers. However, not all 3,200 members of the Chemical Federation were lost to the CCCL as many of the locals retained status as directly chartered local unions under CCCL jurisdiction.

Another notable change in CCCL organization and structure over the year was the creation of 14 new locals within the 13 federations, with a total membership of approximately 2,000. The creation of 24 directly chartered locals, with a membership of some 7,000, offset by a wide margin the recorded lag within the federations.

Individual Unions

The United Steelworkers of America, with some 80,000 members, remains the largest union in Canada. Recording the largest union membership growth for any union in the country (8,000), the United Brotherhood of Carpenters and Joiners has retained its position as the second largest union in Canada, and the United Automobile Workers, reporting no change in its membership, remains the third largest union. The Teamsters' union, with an increase of more than 7,000 new members, showed the second highest increase and is now the sixth largest union in the country.

The Canadian Brotherhood of Railway Employees* remains the largest national union in the country. The National Union of Public Employees reported the largest increase among national unions (5,000) to bring its total membership over the 35,000 mark, just 500 behind the CBRE. Among other significant shifts in national union membership was the 2,000 membership rise in the National Union of Public Service Employees and a 2,500 membership increase in the now 8,000-strong Newfoundland Federation of Fishermen. Unions reporting

*Since the survey, renamed the Canadian Brotherhood of Railway, Transport and General Workers.

substantial losses were the Catholic Union of Farmers (Forestry Service), with a loss of some 4,000, and the National Federation of Pulp and Paper Workers (CCCL), with a reduction of 1,000.

In spite of increases among Canada's largest unions, it is significant that the largest membership advance was among unions having from 5,000 to 15,000 members. There are some 50 unions in this group and 22 of them combined to register an increase of 30,000, or close to one-half of the total increase in union membership during the 12-month period. Nevertheless, the most prominent shift among the changes in the size was that made by the Brotherhood of Teamsters, whose membership, as has already been noted, increased by 7,000 during the year to bring it up above the 30,000 level. Ten unions in Canada now have more than 30,000 members.

Decreases were reported this year by some 29 unions, but more than half of these unions were in the group having fewer than 5,000 members. The total membership of the smaller unions in Canada has decreased slightly, leaving a greater proportion of union members in the larger unions.

Geographic and Industrial Distribution

Although approximately one-third of paid workers belong to unions, there is no uniform pattern of organization across the country. Some industries are more highly organized than others, and the degree of organization in any one area will depend on the nature of its industry. Very often, therefore, the areas which account for the greatest proportion of trade union members are not the areas which are the most highly organized in proportion to their total working force.

Toronto and Montreal, for example, though accounting for a high proportion of the total union membership in the country, are not highly organized. In some small communities, however, where a single industry provides the major source of employment, the labour force may well be highly organized and yet constitute but a small proportion of total union membership for the country as a whole.

The central and industrialized provinces of Ontario and Quebec account for 58 per cent of total union membership in Canada. Ontario, with 37 per cent of Canada's non-agricultural paid workers, has approximately 38 per cent of total union membership. On the other hand, when measured in terms of the proportion of paid workers which belongs to unions, the most highly organized provinces have traditionally been British Columbia and Newfoundland.

The provincial breakdown of membership figures does not show any marked change in any of the provinces, with the possible exception of Quebec, where some large locals in the province did not respond to the survey this year. In spite of a drop in reported figures for Quebec, it has already been noted that the activities of the Canadian and Catholic Confederation of Labour, especially as reflected in the directly chartered unions, have brought new membership into the province.

The figures of membership by labour market area also indicate some slight drop in the Quebec region. The Montreal labour market area has given up its place as the greatest contributor to trade union membership in favour of Toronto. Membership in Toronto has increased by more than 10,000 during the year, and a larger drop was indicated in the Montreal figures, although, as has been stated earlier, not all of the important locals are included in the latter figure. Montreal and Toronto combined, however, still represent more than one-quarter of the total membership in Canada.

A year-to-year comparison does not indicate any major increases in the number of workers organized in the various industries

in Canada. On a more long-run basis, however, there has been an interesting shift in the percentage of trade union membership coming from the various industries.

Manufacturing and transportation have traditionally been the major contributors to union membership in Canada, and in the latest survey they make up 40 per cent and 20 per cent of membership, respectively. This percentage has, however, been dropping gradually as union membership has increased in other industries. In 1955, manufacturing accounted for 43 per cent of union membership and transportation and communication 22 per cent; in 1950 the figures were 44 and 24, respectively. The major change has been the growing share of the service industries, which now account for 11 per cent of total union membership. The expansion of unions in municipal organizations as well as provincial enterprises has brought this group of unions into greater prominence.

Nevertheless, there have been no shifts in the extent of organization within industries. In service, trade and finance, fewer than 33 per cent of the paid workers are organized; in mining, construction, public utilities, manufacturing and logging, between 33 and 66 per cent; and in transportation and communication, more than 66 per cent.

Hospital Insurance Legislation and Regulations in Canada, 1958

Eight of Canada's provinces enacted legislation during 1958 to permit them to enter into agreement with federal Government to operate joint hospital insurance scheme. Five plans went into effect July 1, 1958; two more on January 1, 1959

During May and June 1958, eight of Canada's ten provinces enacted legislation to permit them to enter into agreement with the federal Government to operate a federal-provincial hospital insurance scheme. The provinces were: Newfoundland, Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.

In Newfoundland, Manitoba, Saskatchewan, Alberta and British Columbia, the plan went into effect July 1, 1958; in Nova Scotia and Ontario on January 1, 1959. New Brunswick has not announced a date for beginning its plan.

FEDERAL

The federal Hospital and Diagnostic Services Act of April 1957 established the legislative authority for federal financial support of provincially administered general hospital insurance programs. On February 25, 1958, Regulations to the Act were approved under P.C. 1958-329. These specified the scope of the in-patient services, the method of calculating the federal share of costs and the procedures necessary for implementation of the Act.

The Regulations were amended by P.C. 1958-916 of June 20, 1958 to provide that services to members of the RCMP, the

Armed Services and inmates of federal penitentiaries would remain a federal responsibility. This amendment also provided that insured persons moving from the province of residence could retain their residence and coverage for a period up to three months.

On the same date, June 20, 1958, Bill C-30, enacted as an amendment to the Act, authorized federal contributions to be made as of July 1 to any participating province with a plan in operation. This nullified the 1957 provision that federal contributions only would be made when at least six provinces, containing at least one-half the Canadian population, had entered an agreement with the federal Government and had their provincial hospital insurance laws in force. The Bill also specified additional out-patient services which could be included as insured benefits, the most important of which was the provision of certain drugs and biologicals when administered in hospitals.

PROVINCIAL

Newfoundland

In February, after agreement between the provincial Government and the Newfoundland Medical Association, the second stage of the Children's Health Plan was instituted when regulations to the Health and Public Welfare Act were passed as the Children's Health Plan Regulations, 1958. They extended medical and surgical services in hospital to all children under 16 years of age, with the province paying physicians on a special fee basis.

A Committee on Medical Services, comprised largely of members appointed by the Medical Association, makes recommendations in case of dispute over fees and a second Advisory Committee from the profession consults with the Minister of Health and makes any necessary recommendations to improve or maintain quality of care in all aspects of the Children's Health Plan.

In May 1958, Hospital Insurance Regulations were passed as a preliminary to participation in the federal-provincial hospital insurance program. On June 9, an agreement with the federal Government was signed. On July 1, insured in- and out-patient services at the standard ward level, a range of laboratory, X-ray, diagnostic and other ancillary hospital services for both in- and out-patients became available to the Newfoundland population, with no residence requirements. Out-of-province benefits for emergency or referred patients or in the case of change of residence are also provided for a period up to three months.

The hospital scheme is financed entirely from provincial consolidated revenue, with no charge to the patient unless services over and above those designated as insured are required. It is administered by a division of the provincial Department of Health, with the Minister designated as the provincial authority.

Nova Scotia

The Hospital Insurance Act was passed in May. It provided that all residents of the province would be covered, and authorized the appointment of a Hospital Insurance Commission, formed of from five to seven members drawn from hospital personnel and members of the Nova Scotia Medical Society, to administer this program.

On October 16, the necessary agreement was signed with the federal Government to authorize the sharing of costs of insured in-patient standard ward care and other ancillary hospital services, along with certain out-patient benefits, including emergency service. The agreement also specified the arrangements by which residents of the province become insured persons, including the provision of a waiting period of three months before service can be received. Regulations pursuant to the Act are now being prepared.

The new program necessitated certain changes in existent legislation governing the administration of public hospitals. Thus, the Public Hospitals Act, 1958, Chapter 11, superseded the Local Hospitals Act. Under the new Act, which came into force January 1, 1959, the provincial Government, through the Hospital Insurance Commission, will assume wider responsibility for the planning, supervision and financing of hospitals. Responsibility for the payment of hospital care of indigent patients continues to rest with the municipality of residence; the rates chargeable to the municipality are set by the Commission.

New Brunswick

The Hospital Care Insurance Act, Chapter 8, of New Brunswick was assented to on May 1, 1958. It empowered the Lieutenant Governor-in-Council to make necessary regulations to establish a plan of hospital care insurance to be made available to all residents of the province under uniform terms and conditions. It also authorized the setting-up of a Hospital Service Commission of from three to seven persons to administer the plan. Appointments to the Commission were made in September.

Ontario

In March 1958, through the passage of the Hospital Services Commission Amendment Act, 1958 (No. 2), Chapter 39, the Ontario Legislature made certain changes in the Hospital Commission Act of 1957. Most important of these changes was the addition of Part III, entitled, "Tuberculosis and Mental Illness," which provided for care in tuberculosis sanatoria and in mental hospitals, although these costs are not shared by the federal Government.

On May 3, Ontario became the first province to complete a formal agreement with the federal Government for participation in the federal-provincial hospital insurance plan.

In regulations under the Act, O. Reg. 197/58, passed on July 10, 1958 (revoking former O. Reg. 45/58 of February 1958), four classes of insured persons were recognized, members of a mandatory group, members of a collector's group, pay direct participants and recipients of public assistance. A mandatory group is defined as an employed group of specified size with certain weekly earnings for whom premium deductions from payroll are made by the employer.

Monthly premium rates were set at \$2.10 for dependents of the RCMP and members of the Armed Forces in the case of one dependent and \$3.40 when there are two or more. The regulations established that premiums for specified groups of public assistance recipients, including certain children in children's institutions or wards of Children's Aid Societies, would be paid by the province, that municipalities would pay statutory rates to hospitals for the care of so-called "hospital indigents" and that the province would also make payments to hospitals on behalf of these persons.

No residence requirements were established but, to obtain coverage, a resident must register and make a three-month premium payment. He is then eligible for service from the first day of the third month next following that in which the premium is due and paid. A three-month waiting period for benefits was also imposed on persons taking up residence in the province.

A specified range of in-patient standard ward, laboratory, X-ray, diagnostic and other ancillary hospital services, including emergency out-patient benefits, is made available to all insured residents in certain approved hospitals from the date the plan became effective, January 1, 1959. Treatment is also provided under certain conditions in out-of-province hospitals with payment approximating the cost of care in a hospital of equivalent size within the province.

The plan is administered by the Hospital Services Commission, which has a maximum of seven members.

Manitoba

Both the Hospital Services Insurance Act, Chapter 24, setting up the Manitoba Hospital Services Plan, and Regulations 25/58, outlining the process of registration for all employers on behalf of their employees, were passed in April 1958. Further regulations, 41/58, in regard to registration, payment of premiums, out-of-province benefits and other necessary matters were passed on June 24. Three days later the agreement with the federal Government was signed and on July 1 the new hospital insurance plan came into effect.

This universal compulsory scheme provides for all registered residents of the province the same range of standard ward and ancillary hospital services for in-patients as the plans in the other participating provinces, as well as emergency out-patient service. All persons duly insured are issued with hospital service certificates. Out-of-province certificates are also issued to cover insured residents receiving approved care in hospitals outside Manitoba.

Premiums were not required for the initial benefit period from July 1, 1958 to January 1, 1959. Premium rates are set at \$2.05 per month for single persons and \$4.10 per month for married, while dependents of the regular forces of the RCMP or the Canadian Armed Forces may be insured through monthly payments of \$2.05 for one dependent, \$3.10 for more than one. Non-payment of premium on or before due date is penalized by a one-month waiting period for service after the date on which payment is made. Costs for certain persons in receipt of public assistance are covered by the province, while the municipality accepts responsibility for persons receiving social assistance.

The plan is administered by an appointed Commissioner responsible to the Minister of Health and Public Welfare. The Commissioner is assisted by an advisory commission, the Manitoba Hospitals Council, which is composed of from 10 to 12 persons, and includes membership from medical, hospital and nursing services as well as from municipal government.

An additional enactment relating to hospital administration, The Hospitals Act, Statutes of Manitoba 1958, Chapter 23, provided for the inspection, supervision and compulsory licensing of public hospitals. Responsibility for these functions was assigned to the Minister of Health and Public Welfare. Prior to obtaining a licence, approval is required concerning specified

matters of hospital management, such as methods and terms of admission, staff and salaries. The rated bed capacity allocated to each class of bed accommodation, i.e., standard, semi-private and private, must also be approved. Provincial grants may be paid for hospital construction, education and training of hospital and related health personnel and for care and treatment of indigent out-patients.

Saskatchewan

Only minor amendments were necessary to the Saskatchewan Hospitalization Act, the Health Services Act and the Hospital Standards Act to make the necessary arrangements for participation by Saskatchewan in the federal-provincial program. The agreement was signed on June 30, 1958 and the new scheme commenced on July 1.

The most important of the amendments to the Saskatchewan Hospitalization Act, Regulation O/C 1051/58, removed the former six-month residence qualification and substituted a three-month waiting period before benefits are made available to new residents. Regulation O/C 1053/58 added to the already existent program certain other services such as emergency out-patient service given by hospitals within 24 hours after injury, use of operating rooms, anaesthetic apparatus and most drugs to be administered while under hospital care. O/C 1142-58 made further changes to cover all eventualities in regard to payment of premium before June 20, 1958. It also allowed coverage for three months for all insured residents leaving Saskatchewan to establish residence elsewhere, and make provision for any necessary premium refunds.

The Minister of Public Health acts as the provincial authority; his powers, duties and responsibilities are set forth under the various provincial Acts in regard to hospitals. The Saskatchewan Hospital Services Plan continues to function as a Division of the Provincial Department of Health.

Alberta

The Act to Amend the Hospitalization Benefits Act of 1957, Chapter 26, was assented to on March 28, 1958, to facilitate the integration of the former Provincial-Municipal Hospital Plan and several other special provincial hospital schemes in a single plan. The most important provision of the amendment was the removal of residence qualifications so that any person legally entitled to reside in Canada and who makes his home and is ordinarily present in the province is entitled to insured services.

The Alberta Hospitalization Benefit Regulations 169/58 (O.C. 900/58) of June 24, defined the range of insured in-patient, laboratory, X-ray, diagnostic and ancillary hospital services to be offered at standard ward level and provided that insured residents would be entitled to out-of-province emergency or referred in-patient benefits. Upon leaving the province to acquire residence in another participating province, coverage is provided for the period equal to that required to establish eligibility in the new province.

Daily authorized charges to be paid by the patient, graduated according to size of hospital, were laid down as follows: hospitals of 29 beds or less, \$1.50; 30-89 beds, \$1.60; 90-179 beds, \$1.80; and 180 beds or more, \$2.00. For newborns the rate is \$1.00 in any hospital. Rates for non-insured in-patients were set out on the same hospital size basis and vary from \$11.00 to \$15.00 per day with newborn rates of not less than \$3.00 per day.

Persons in receipt of public assistance, certain arthritic patients, cancer patients for up to seven days care, polio, maternity patients and babies for up to 12 days care, and indigent persons, have their daily authorized charges assumed by the province.

On June 27, 1958, the provincial agreement with the federal Government was signed and on July 1 the new scheme for insured hospital services came into effect. It is administered by the Hospitals Division of the provincial Department of Public Health, with the Director of the Division appointed as the provincial authority. Liaison of the provincial authority with the provincial Cabinet is directly through the Minister of Health.

British Columbia

In March 1958, the Hospital Insurance Act Amendment Act 1958, Chapter 20, was enacted to provide the changes necessary in the British Columbia Hospital Insurance Service for participation in the federal-provincial program. The most important change effected was the removal of the one-year residence qualification through the definition of a resident as a person "who has made his home in British Columbia and is ordinarily present therein, but does not include a tourist, transient or visitor to the province". However, a waiting period for eligibility was established and a person entering the province will be required to reside in the province for a period of three consecutive months before becoming eligible for service under the plan.

Regulations 16/58 and 71 to 74/58 supplied the remainder of the changes necessary before the agreement was signed on June 25. These regulations provided that temporary absence for three months in any 12 months period does not revoke a resident's right to benefit. Upon leaving British Columbia to establish residence in another participating province, up to three months out-of-province coverage is allowed and a similar period is available for out-of-province benefits in emergency or referred cases. A person may also lose residence if absent for 12 months, unless he is a full-time student attending an out-of-province institute or is the head of a family maintaining his dependents in a family home in the province. A serviceman may insure his dependents within a certain period and, upon discharge, acquire immediate coverage

for himself by payment of certain specified registration fees.

Emergency out-patient service, with a \$2.00 authorized charge to the patient, and a range of in-patient services comparable to those provided in the other participating provinces, with a daily authorized charge of \$1.00, are provided as insured benefits.

The plan continues to be financed largely by appropriations from the consolidated revenue fund of the province, which are charged against receipts from the Social Security Tax, a 5-per-cent provincial retail sales tax. The plan is administered by the Hospital Insurance Service, established under the direction of a Hospital Insurance Commissioner, who has the status of Deputy Minister with direct responsibility to the Minister of Health and Welfare.

—Research and Statistics Division,
Department of National Health and Welfare.

16th Federal-Provincial Farm Labour Conference

Demand for farm labour fairly well met during past season, delegates report, but really competent help remained scarce. Conference discusses vocational training in agriculture, and extension of unemployment insurance coverage to farm workers

In general the demand for farm labour across Canada was fairly well met during the past season, according to the reports of delegates to the 16th Federal-Provincial Farm Labour Conference held in Ottawa on December 2 and 3.

However, really competent help for the season or the year round remained scarce; and growers in Ontario of special crops such as sugar beets experienced great difficulty in getting satisfactory labour for harvesting their crops.

Other leading subjects of discussion at the conference were: the extension of unemployment insurance to farm workers, vocational training in agriculture, immigration, the winter work program, and the employment of Indians in certain kinds of farm work.

The conference decided that international movements of farm labour would continue to be implemented as heretofore, and that interprovincial movements of agricultural workers would also be carried on as in the past.

Seven of the nine Canadian provinces with which the federal Government has farm labour agreements were represented at the conference by senior officials of their Departments of Agriculture.

Walter Dawson, Director of the Special Services Branch of the Department of Labour, again acted as chairman of the conference, with H. R. Richardson of the Manitoba Department of Agriculture as co-chairman.

The delegates were welcomed by the Minister of Labour, Hon. Michael Starr, who referred to the many long-range problems of agriculture, such as the effects of mechanization and the extension of unemployment insurance to farm workers. He noted that farmers were beginning to welcome the idea of unemployment insurance coverage for agricultural workers despite previous lack of interest. The Minister said that he was glad to note the increasing interest of farm organizations in the Farm Labour Program, since the co-operation of these groups had a great deal to do with its success. He stated that the Government proposed to continue the program if the provinces wished it.

A. H. Brown, Deputy Minister of Labour, expressed his appreciation of the co-operation of the provinces and of the United States Department of Labor in the farm labour program.

In addition to representatives of provincial Departments of Agriculture, the conference was also attended by National Employment Service representatives from all regions and from head office; officials of the federal Departments of Labour, Agriculture, and Citizenship and Immigration; of the Canadian National and Canadian Pacific Railways; of the International Labour Organization, the Office of the High Commissioner for the United Kingdom, the United States Department of Agriculture, the Canadian Federation of Agriculture, the Embassies of West Germany and The Netherlands, the Southwest Ontario Field Crops Association, and the Canada and Dominion Sugar Company.

Dr. W. R. Dymond

The trend in agricultural employment during the year was quite different from that of previous recession periods, said Dr. W. R. Dymond, Director of the Economics and Research Branch of the Department, who spoke on the general economic and employment outlook.

During the recession of 1954, for example, farm employment began to increase in spite of a sharp decline in farm production and income, but during the first 10 months of 1958 the number of persons with jobs in agriculture dropped by an average of 32,000—from 758,000 in 1957 to 726,000 in 1958. In 1954 the number of farm workers increased 19,000 over the yearly average for the previous year.

An interesting feature of farm employment noted by the speaker was the increase during 1958 in the number of female workers. From January to October the number of females with jobs in agriculture has averaged 55,000—an increase of nearly 16,000 compared with the same period in 1957. Most of this increase has been in unpaid family workers, where 50 per cent more female workers have been reported than in the comparable period last year. During this period of 1958 the number of men with jobs in agriculture has dropped by 48,000 from the average for January to October 1957.

Dr. Dymond said that it was difficult to predict whether this increase in women employed in agriculture represents a distinct change from the previous trend, since unpaid family labour is a very flexible source of farm help.

As to the outlook for the future, the speaker said that although non-farm employment is expected to advance modestly, in farm employment the downward trend is expected to continue.

Shortages of Labour

Discussing the farm labour situation for the coming year, the delegates noted that the lack of labour could bring about reduced beet, tomato and tobacco acreage in favour of soya, corn and oats. This could result in loss of income through dealing in crops in which there were surpluses instead of crops in short supply.

Many causes of farm labour shortage were cited by the conference, including lack of unemployment insurance coverage for farm workers, inadequate accommodation for family farm labour, lack of suitable reception facilities for temporary seasonal workers in various rural "cash crop" areas, and the failure of farmers to make their labour needs known sufficiently in advance.

Other factors contributing to reduction of the farm labour force were the increase of mechanization on the farm, resulting in the need for higher degrees of technical ability in agricultural workers if they were to be of real use to farmers; the trend towards specialization, which demanded workers with more specific abilities rather than general farm work experience; and the marked drop in farm labour immigration.

C. A. L. Murchison

Clifford A. L. Murchison, Commissioner of the Unemployment Insurance Commission, said that in regard to unemployment insurance coverage for agricultural workers, he could add little to the principles he had enunciated a year ago (L.G., Jan., 1958, p. 29). Certain statements of fact made then, however, had ceased to be altogether valid.

For example, it had been said last year that the Commission had never received a request from farmers or farm workers for extension of unemployment insurance coverage to such workers. Since then the sugar beet growers in Alberta had asked for coverage for their workers. The Canadian Federation of Agriculture, at its meeting in July 1958, had passed a resolution favouring coverage for certain clearly defined sections or areas of agriculture.

As an example of the kind of coverage this resolution was intended to refer to, CFA officials mentioned fruit farming in the Okanagan and Annapolis Valleys and sugar beet farming in the Lethbridge district.

Mr. Murchison agreed that one good point about the CFA's proposal was that applying unemployment insurance in a limited field would serve as an experiment, and would enable the Commission to make

necessary adjustments before extending coverage to other segments of the industry or to the whole industry. It would also make it possible for the Commission to obtain a more accurate estimate than it now had of the possible cost to the fund of such extension.

The speaker questioned the validity of the argument that extending unemployment insurance to farm workers would make it easier for farmers to get labour. In particular, he pointed out that if it was the answer to the problem, then extending coverage to a few segments of the industry would make things worse for the rest of the industry by drawing labour away from it.

The Commission, Mr. Murchison said, had not yet decided to recommend to the Government either the CFA's proposal for limited coverage or the wider plan of coverage for the whole industry. He asked whether anyone present could suggest a means of keeping out the unpaid family workers—more than 200,000 of them—if unemployment insurance were extended to the whole industry.

No one had any such suggestion to offer, but R. A. Stewart of the Canadian Federation of Agriculture said that the CFA opposed creating two classes in the farming industry, the insured and the uninsured. He said that in particular it wanted no increase in discrimination against farmers' sons working at home compared with those who were not.

Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, said that the certification of trained agricultural workers, which had been suggested during the meeting, might offer a means of controlling unemployment insurance coverage.

Vocational Training in Agriculture

Newcombe Bentley, Principal of the Agricultural School in Vermilion, Alta., gave a brief account of a survey of existing facilities throughout Canada for vocational training in agriculture that he is conducting under the direction of a committee consisting of representatives of the Departments of Labour and Agriculture, and the Canadian Federation of Agriculture.

The survey, Mr. Bentley explained, will cover all agricultural training programs below professional level, including full-time day courses for youths and adults for a number of months during each of one or more years; programs at high school level; and all other types of organized training programs and extension training.

The programs will generally be those involving formal registration. Farm business management courses will be included.

Most of those now being trained in agriculture, Mr. Bentley said, aim at preparing themselves for the business of managing a farm rather than preparing themselves to become farm employees.

In the discussion that followed it was stated that there was a need for training general farm workers, and one delegate emphasized the importance of developing a "status" for farm labour. The question was raised whether the holders of a diploma in farm machinery operation given by the Kemptville Agricultural School, for example, would be able to command a premium in the farm labour market. It was asked whether the construction industry might not offer twice as much as farmers could pay, and take such trained men out of agriculture.

R. A. Stewart, reading a statement by the Canadian Federation of Agriculture, said that, leaving aside the problems of seasonal labour for special crops such as sugar beets, "the outstanding need today is for a larger and more dependable supply of permanent, skilled farm help". Farmers, he said, would not be able to compete successfully in the labour market unless the compensation they offered to employees was adequate in comparison with that offered by urban employers. "The problem of farm labour therefore becomes to some degree another aspect of the larger problem of agriculture's economic position," he pointed out.

This, however, did not mean that there was no farm labour problem, as such, requiring attention and measures to meet it. The Federation was interested in the suggestion that perhaps there was a need for vocational training for men intending to enter farm employment, though he admitted that so far it had not given the question much attention.

Part of the problem of expanding vocational training in agriculture seemed, Mr. Stewart said, to be a lack of demand from farmers themselves. So far vocational training had been thought of largely as something for the farmers themselves, or for their sons and daughters who expected to become farmers.

The suggestion was made that Canadian farmers could study possible participation in a system of apprenticeship similar to that successfully pursued by some European countries.

Immigration

Laval Fortier, Deputy Minister of Citizenship and Immigration, was not hopeful about the movement of farmer immigrants next year. He thought that 1959 would be another difficult year, and that the movement would not go much over that of 1958, which had fallen to 4,649 from 10,800 in 1957.

He asked whether there was any need for immigrant farm workers other than in the sugar beet industry. Some of the provincial representatives said that there was a demand for such workers if qualified, but representatives of some of the other provinces said there was little or no demand in their territory.

A statement read by a representative of the Canadian Federation of Agriculture said that the Federation believed in an active immigration program for Canada, and that it welcomed the entry of agricultural workers and potential settlers. However, it suggested that "there is not an *urgent* need for additional entrants to agriculture at the present time".

Col. Fortier said that the Indian Affairs Branch of his Department now had placement services for Indians throughout Canada, and that he expected there would be more Indians in the labour market in the future.

The increasing use of Indians in seasonal farm operations, such as in the Alberta beet crop harvesting, was seen as a hopeful indication of an increasing source of farm labour, particularly in view of the expanding development of adult training plans among the Indians, which might be expected to result in more Indians being available for other fields of agricultural work in the coming years.

Winter Employment

Support of the Department of Labour's campaign to increase winter employment was given by delegates to the conference.

The conference expressed approval of the Farm Improvement Loans Act as a means to enable farmers to get jobs done on their premises and thus to provide work for those who might otherwise suffer from seasonal unemployment. Suggestions were made that farmers could also undertake other work during the winter that did not entail applying for loans under the Act but would provide employment, such as maintenance and overhaul of farm machinery.

It was pointed out that credit was available under the Act at lower rates than urban residents were able to get. Loans for construction and renovation, fencing

and drainage, clearing of land, etc., can be obtained through the banks under the Act at 5 per cent interest, with repayment spread over 10 years.

Movement of Farm Labour

The advisability of continuing the movement of harvesters between provinces was discussed, and some doubt was expressed as to whether its continuance was justified. But it was considered that although it was one of the most costly movements it should be continued for the present if the railways were willing to set up the necessary tariffs, which it appeared that they were.

The suggestion was made that railway tickets for special movement of workers from the Maritimes to Ontario should be made valid for return two months after the date of issue, instead of at a fixed date. This, it was said, would allow the movement to be continued later than was practicable under the present arrangement, which allowed workers who were sent late to return so soon that their movement was uneconomical.

One delegate suggested that after an initial experimental stage, which it was fitting that the Government should undertake, it might be that arrangements for movements of farm workers should be left to the employers and employees. The chairman said that helping farmers to obtain labour had been going on for a long time. But he agreed that it should not go on forever.

S.W. Ontario Field Crops Employers' Association

Operations of the S.W. Ontario Field Crops Employers' Association in 1958 were of short duration. Great difficulties were encountered in obtaining a satisfactory supply of labour, reported Robert B. Weir, representing the Canada and Dominion Sugar Co.

Last year the core of the working force consisted of 300 Portuguese immigrants who had had experience in farm work (L.G., Jan. 1958, p. 30). But in 1958 the ban on immigration forced SWOFCA to look to other sources. The Portuguese who had been employed in 1957 were approached, but only about 12 replied. At least 250 could have been obtained in Toronto, Mr. Weir said, if they could have been offered unemployment insurance coverage. But after their experience of being unemployed last winter without unemployment insurance benefits they were unwilling to engage themselves to SWOFCA on the same terms as last year.

The National Employment Service had been applied to, but the labour supplied proved to be very unsatisfactory and the turnover was large.

John Van Ray, a farmer of the Chatham district and one of the organizers of SWOFCA, expressed serious concern about the prospect of a supply of labour for sugar beet work next year. He said that it was only the shortage of labour that was standing in the way of a considerable increase in the acreage of this crop, and that unless a supply of suitable labour could be obtained in 1959 the industry would be in danger.

Provincial Reports

Prince Edward Island—Again this season there were some shortages of efficient farm labour in Prince Edward Island. As usual, the potato harvest occasioned the greatest demand for labour, but because it was earlier than in the previous year, and the yield smaller, fewer workers were needed. To help in this harvest 485 labourers were recruited in Nova Scotia and 181 in New Brunswick, making a total of 666 compared with 740 in 1957. During the season 521 labourers were recruited by local NES offices to help in the potato harvest, and in addition many school children and other local persons participated.

New Brunswick—Owing to a reduced demand for labour in the pulpwood and lumber industries, most farmers in the province were able to get all the help they needed during the past season, H. F. Stairs, New Brunswick Director of Farm Labour, stated in his report. Only 15 requests for help were received from farmers by the Provincial Farm Labour Committee.

The National Employment Service placed 678 farm workers within the province, and found jobs for 2,867 in other provinces—mainly in Prince Edward Island and Ontario—and in Maine. Total placements by NES were 1,730 fewer than last year.

The prospect for 1959 is that there will again be a surplus of farm labourers, although the supply will diminish if the woods industries become more active.

Nova Scotia—As the result of a lack of demand for men in the lumbering industry, the general industrial recession, and increased mechanization on farms, there was no shortage of farm labour in Nova Scotia during the past season, S. E. Lewis, Director of Farm Labour, reported.

The province in 1958 supplied 556 farm workers to relieve the shortage in Ontario and Prince Edward Island.

Many immigrants, most of whom are Dutch, continue to take advantage of the

Nova Scotia Land Settlement Board's help in establishing themselves on farms. Since 1948 more than 180 immigrants have been assisted financially to the amount of \$1,200,000.

Quebec—Alex J. Rioux, Director of the Farm Labour Supply Bureau, reported that a late start for the sugar beet crop and damp, cool weather during the season, as well as the increased use of mechanical thinners, reduced the demand for help.

Owing to improvements in dry-houses and the experience gained by local workers, only 38 tobacco curers were recruited this year in the southern United States, compared with 48 during each of the preceding five years.

Apple pickers to the number of 129 were obtained from Vermont compared with 122 recruited in 1957. On the other hand, 98 pickers were sent to New York state—about the same number as during the previous five years—and 62 were sent to Maine, compared with 129 in 1957.

Ontario—In spite of unusually high yields of farm crops in nearly all parts of the province, the critical labour shortage which might have been expected in most cases did not occur, reported R. G. Bennett, Associate Director of Extension of the Ontario Department of Agriculture.

This was partly the result of greater mechanization and an increase in the size of the farm unit. Labour was also saved by favourable weather and few interruptions during the time when most labour was needed.

In spite of increased mechanization a considerable amount of labour will continue to be needed for short periods, and great difficulty has been experienced in obtaining satisfactory labour, particularly in the sugar beet industry, where only about one worker out of every four hired has proved suitable. The prospect is that there will be a much greater demand for labour in the sugar beet fields this year.

In spite of an increased acreage of tobacco, favourable weather during the harvest period made it possible to take off the whole crop in good condition.

Although the supply of year-round farm labour is less critical than it was, there is still a demand for as many experienced full-time labourers as can be obtained. The more complex nature of farming operations creates a demand for more experienced men.

Manitoba—Drought in the early part of the 1958 season, although followed by an unexpectedly great improvement in the latter part, reduced the need for recruiting

workers in Eastern Canada; and the numbers of workers placed throughout the season declined somewhat compared with 1957, according to the report by H. R. Richardson, Director, Farm Help Service, Manitoba Department of Agriculture and Immigration. At the same time the response to requests from Ontario for workers for haying and early harvest was almost a complete failure.

As an experiment, about 40 Indians were sent from Winnipeg to Chatham, Ont., for special crop work, and were placed in work camps. However, the experiment was not very successful, as friction between groups of workers caused them to quit after about six weeks.

Saskatchewan—Many farmers are hiring their help for the whole season, with the offer of a bonus for harvest as an inducement to the men to remain for that period, said L. J. Hutchison, Director, Agricultural Representative Branch, Saskatchewan Department of Agriculture.

The need for labour to operate expensive machines has also caused farmers to be more discriminating in hiring than in the past, and suitable skilled labour is scarcer.

Farmers who were hiring their help in the spring for the whole season were offering \$125 to \$150 a month, plus a bonus of \$4 to \$7 a day during harvest. Tractor and truck operators were paid \$8 to \$10 a day, while combine operators received anything from \$10 to \$20 a day, or from \$1 to \$2 an hour.

A total of 476 treaty Indians was recruited for sugar beet work compared with 254 last year.

Alberta—Farmers in Alberta are conducting their operations with less and less hired help, F. H. Newcombe, Director of Agricultural Extension Service, Alberta Department of Agriculture, stated in his report. Reduced opportunities for employment in industry are helping to keep farm boys on the farm, he suggested.

“There is some evidence to indicate that the proficiency of those offering themselves as farm help is becoming appreciably lower as the years go by. Some form of proficiency certificate would undoubtedly be very helpful to placement officers,” the report said.

During four years of operation the plan of employing Indians in the sugar beet fields has come to assume important proportions: this year 976 workers were placed.

British Columbia—During most of 1958 there was a surplus of labour in districts where seasonal farm labour is required, except in the Victoria area, where the small fruit crop matured earlier than usual, with the result that school children were not available in the usual numbers.

Total placements of farm labour by the National Employment Service during the year were 42,617; the large placement figures were explained by the high turnover among berry pickers.

Report on Royal Commission Inquiry Into Activities of Teamsters Union

Mr. Justice Roach, Royal Commissioner inquiring into activities of Teamsters in connection with organization of truckers in Toronto-Hamilton area, states that union's conduct violated both Ontario Labour Relations Act and Criminal Code

In his report to the Government of Ontario regarding his inquiry as Royal Commissioner into certain activities of the International Brotherhood of Teamsters in connection with the organization of truckers hauling sand and gravel in the Toronto-Hamilton area in 1956-57, Mr. Justice W. D. Roach stated that he had found that the conduct of the union had violated both the Ontario Labour Relations Act and the Criminal Code.

The inquiry was ordered by the Government on February 6, 1958, following charges by the Individual Dump-Truck Owners' Association, in a brief presented

to the Select Committee of the Legislature on Labour Relations, of “unlawful pressures, intimidation and coercion” by the Teamsters to compel truckers to become members of the union.

Mr. Justice Roach was asked to investigate and report upon certain incidents in which it was alleged that the union had acted improperly, particularly a shutdown of a large number of gravel pits in the Toronto area in the autumn of 1956 that was allegedly directed and supported by representatives of the union's Local 230. It was alleged that truckers who resisted efforts to force them to join the union and

to prevent them from continuing hauling were subjected to violence and threats of violence and had their trucks damaged.

The inquiry was conducted through public hearings in Toronto during the spring and early summer of 1958, at which evidence was given by 70 witnesses. Mr. Justice Roach's report was made on September 30, 1958.

In reviewing the situation at the time in question, the Commissioner found that the trucking industry was in an economically unhealthy condition. There were too many dump truck owners relying for their livelihood on haulage out of the pits in the area, and for that reason there was an undercurrent of dissatisfaction and unrest among them. The truckers were not organized. (The Individual Dump-Truck Owners' Association was founded in 1956 and incorporated in February 1957 as a direct result of the "strike" action described in the report.) There was no system in use for the despatching of trucks from a central point to the pits where they were most needed. The producers (pit operators) found it to their economic advantage to have their products hauled by independent truck owners rather than to do their own hauling and, when the supply of trucks was greater than the demand, were in an advantageous position in regard to the fixing of trucking rates.

The Commissioner stated that if, as had been suggested, the numbers of truckers engaged in the business were still too great, measures to achieve a reasonable balance between supply and demand needed to be taken, not only because they were likely to result in more equitable haulage rates but also for the protection of the safety of the public.

The trucker who is merely existing from his haulage earnings is most likely to allow his truck to fall into a state of non-repair and he becomes a menace on the highway. Since the truckers are paid on a ton-mile basis, there is always the temptation to overload the truck and, quite apart from the consequent damage to the highways, there is the increased danger to other persons using the highways. The braking power on the truck designed for what is anticipated will be a normal load may be quite insufficient if the truck is overloaded. When the supply of trucks is greater than the demand for them, the trucker, having delivered his load, is likely to rush back to the pit in order to get there before the other fellow rather than get there after him and find there is no material to be hauled.

Mr. Justice Roach suggested that the same reasons that justify the limitation of taxicabs in a municipality would justify the limitation of dump trucks but that the limitation would have to be imposed at the provincial level.

Reviewing the present system, the Commissioner stated that an operating licence is issued if the applicant obtains a certificate of "public necessity and convenience" from the Ontario Highway Transport Board. The Board requires each applicant who proposes to go into the business of hauling building materials to file a letter from the proprietor of the pit or plant out of which he proposes to haul, stating that the proprietor will engage his services for that purpose. The Board then gives notice in the Ontario Gazette of the date on which the application will be heard. If no objections to the application are received, a certificate is granted as a matter of course.

The Commissioner commented that a producer would be only too willing to give an applicant a letter showing "necessity and convenience" because the more truckers there are ready to haul the more advantageous is his position in the matter of haulage rates. Secondly, those truckers with whom the applicant would compete if granted a licence do not read the Ontario Gazette and know nothing of the application until after the applicant has received his licence and arrives at the pit ready to haul.

The Commissioner recommended that the producer should be required to make a statutory declaration stating the names and addresses of the truckers already hauling out of a particular pit and why, in his opinion, additional trucks were required. Further, he thought the Board should mail to each of the truckers named in the declaration a notice of the application, the date upon which and the place at which it would be heard and should state that any representations he might care to make concerning it would be considered.

The basic fact brought out in Mr. Justice Roach's inquiry was that the truck owners were not employees of the producers but independent contractors, and as such did not constitute a legitimate group for a trade union to organize.

The truckers owned their own trucks, paid their own operating expenses, and, in the case of those who had more than one truck and employed drivers, paid workmen's compensation assessments in respect of their employees.

The test to be applied, according to the Commissioner, was: "Does the employer retain the power, not only of directing what work is to be done but also of controlling the manner of doing the work?" In this case the Commissioner said the producer was only concerned with having the material hauled to its destination. He was not concerned with how it was done.

Once the load was placed on the truck the driver was in complete control and not subject to any supervision by the producer. Moreover, he had no specified hours of service. He was free to come and go as he pleased and could haul from one pit today and from another tomorrow.

Since the independent operators were not employees, the Commissioner held that the union was prohibited from enlisting them as members or negotiating for them. The conclusion was irresistible, he said, that the union representatives realized this when they advised the truck owners at meetings preceding the strike that the union could not enter into a collective agreement on their behalf under the Labour Relations Act.

It was clear from an examination of the Labour Relations Act and the Rights of Labour Act, he stated, that a combination of truck owners alone or a combination of such owners and their employees would not constitute a trade union under either Act.

Mr. Justice Roach pointed out that the Labour Relations Act defined a "trade union" as "an organization of employees formed for purposes that include the regulation of relations between employees and employers." He suggested that the union counsel had relied on Section 3, which states that "Every person is free to join a trade union of his own choice and to participate in its lawful activities". It was perfectly clear, however, from other sections of the Act that "every person" in Section 3 was not intended to include an independent contractor who was, if not an employer, a potential employer. Once an employer joins an organization which includes employees in its membership it becomes not "an organization of employees" but an organization of employees and employers, and as such it loses its trade union status, powers and privileges under the Labour Relations Act and also its immunities under the Criminal Code.

The Commissioner dismissed the argument that, though the union could not negotiate on behalf of the truck owners within the Labour Relations Act, it could do so outside the Act. He pointed out that certain locals of the Teamsters' union had been certified as the bargaining agent of employee truckers, each local having been found by the Labour Relations Board to be a "trade union" within the Act. If thereafter a local lost its trade union status, it would become liable to decertification. "No union can at the same time be a 'trade union' within the Act and a union outside the Act. That it should be permitted to have that dual status would be entirely contrary to the whole spirit of the Act."

Under the Rights of Labour Act, which gives certain protective rights to trade unions and their members, a "trade union" is defined as meaning:

A combination, whether temporary or permanent, having among its objects the regulating of relations between employees and employers or between employees and employees or between employers and employers.

In the Commissioner's view, the definition contemplates a combination of employees having among its objects the regulating of relations between them and their employer or between themselves, and, secondly, it contemplates a combination of employers having among its objects the regulating of relations between them and their respective employees or between themselves. It does not contemplate a combination of employees and employers for any purpose, and the protection of the Act would not extend to such a group.

The Commissioner also found that a combination of truck owners and employees of truck owners did not constitute a "trade combination" under the Criminal Code. After examining Sections 409, 410 and 411 (which protect trade unions from prosecution as conspiracies in restraint of trade), he said that the immunity created by Section 410 (1) (b) was limited to acts done or caused to be done for the purpose of a "trade combination," which meant a combination between masters or between workmen or between other persons for the purpose of regulating or altering the relations between masters or between workmen or the conduct of a master or workman toward one another in or arising out of their relations with one another as employer and employee, respectively. It did not mean a combination of masters and workmen.

Mr. Justice Roach found on the evidence before him that intimidation and coercion had been used to compel truckers to become members of the Teamsters' union, in violation of Section 48 of the Labour Relations Act, which provides that "No person shall seek by intimidation or coercion to compel any person to become or refrain from becoming..... a member of a trade union."

The Commissioner also stated that intimidation had been used to compel truckers to abstain from doing what they had a lawful right to do, namely, to carry on their business as truckers, and that such conduct was an offence under Section 366 of the Criminal Code. Section 366 reads as follows:

366. (1) Every one who, wrongfully and without lawful authority, for the purpose of compelling another person to abstain from doing anything that he has a lawful right to do, or to do anything that he has a lawful right to abstain from doing,

- (a) uses violence or threats of violence to that person or to his wife or children, or injures his property,
 - (b) intimidates or attempts to intimidate that person or a relative of that person by threats that, in Canada or elsewhere, violence or other injury will be done or punishment inflicted upon him or a relative of his, or that the property of any of them will be damaged,
 - (c) persistently follows that person about from place to place,
 - (d) hides any tools, clothes or other property owned or used by that person, or deprives him of them or hinders him in the use of them,
 - (e) with one or more other persons follows that person, in a disorderly manner, on a highway,
 - (f) besets or watches the dwelling house or place where that person resides, works, carries on business or happens to be, or
 - (g) blocks or obstructs a highway,
- is guilty of an offence punishable on summary conviction.

(2) A person who attends at or near or approaches a dwelling house or place, for the purpose only of obtaining or communicating information, does not watch or beset within the meaning of this section.

Every one of the types of intimidation set out in Section 366 had been used against truck owners who desired or attempted to carry on their business, the Commissioner reported, and two officers of the union local had been parties to the offences committed, one under Section 21 (1) (a) and both under Section 21 of the Criminal Code, which states:

21. (1) Every one is a party to an offence who

- (a) actually commits it,
- (2) Where two or more persons form an intention in common to carry out an unlawful purpose and to assist each other therein and any one of them, in carrying out the common purpose, commits an offence, each of them who knew or ought to have known that the commission of the offence would be a probable consequence of carrying out the common purpose is a party to that offence.

The evidence indicated, too, the report stated, that truck owners, employees of truck owners and the two officers representing the union were all guilty of a contravention of Section 411 (1) (a) of the Criminal Code. Section 411 provides:

411. (1) Every one who conspires, combines, agrees or arranges with another person

- (a) to limit unduly the facilities for transporting, producing, manufacturing, supplying, storing or dealing in any article, is guilty of an indictable offence and is liable to imprisonment for two years.
- (2) For the purpose of this section, 'article' means an article or commodity that may be a subject of trade or commerce.
- (3) This section does not apply to combinations of workmen or employees for their own reasonable protection as workmen or employees.

In the opinion of the Commissioner, these persons had "unquestionably" conspired with one another "to limit unduly the facilities for transporting, supplying, or dealing in" sand, gravel or building aggregate, commodities which may be a subject of trade or commerce. The purpose of the combination was not the reasonable protection of themselves as workmen or employees but to benefit the truck owners, who were independent contractors. Not being a combination of workmen or employees, they did not have the immunity provided by Section 411 (3).

The report called attention to the fact that the union had had the truckers sign applications for membership and had accepted a \$5 deposit, the balance of \$20 to be paid only if and when the union succeeded in getting an agreement with the pit operators that would be satisfactory to the truckers. Mr. Justice Roach expressed disapproval of this practice, stating that "there should be no such thing as an employee conditionally joining a labour union". He explained:

It puts the responsible representatives of the union in an impossible position. The rank and file of the membership looks for guidance and advice from those representatives in negotiations with an employer. Those representatives owe a duty to the membership and they should not be placed in the position where there is any conflict between their duty and their interest. They should be in the position where they can discharge that duty without having one eye on the financial loss to the union in the event that the members reject their advice and having rejected it they fail in consummating an agreement with the employer.

Noting that the union had provided bail and counsel fees for several strikers who were charged with having committed acts of violence during the strike, and paid fines and court costs for three who were convicted, the Commissioner expressed the opinion that the use of union funds for such purposes could not be justified. In his view, such use of union funds was not within the legitimate purposes and objects of a labour union, any more than the use of a company's funds for like purposes would come within the purposes and objects of a corporation. He thought that the great majority of the union's members were law-abiding citizens and did not contemplate that their initiation fees and dues might be used in part for such purposes, and he went on to say that:

To build up a fund that could be used even in part for the purpose of paying fines imposed on union members as a result of their having committed a crime suggests preparedness for that eventuality and is most likely to be regarded by the public as an indication that the union condones unlawful conduct on the part of its members no matter how honestly and how loudly union leaders may proclaim that they are opposed to any unlawful conduct.

In another incident covered by the inquiry, evidence showed that a subcontractor who had a contract to supply gravel (within a certain time-limit) for a refinery construction project at Bronte paid \$696, representing initiation fees and one month's dues on behalf of 24 truckers, after a representative of Hamilton Local 879 of the Teamsters told him that, unless non-union truckers ceased hauling, the union would see to it that the whole job was stopped. None of the truckers authorized payment to be made for them and none of them reimbursed the subcontractor.

Mr. Justice Roach pointed out that the payment was a violation of Section 45 of the Labour Relations Act, which prohibits an employer from contributing financial or other support to a trade union, and that the subcontractor rendered himself liable to penalty under Section 61 of the Act. He submitted that, since it was an offence under the Act for the subcontractor to pay the money, it should also be an offence for the union to receive it, and he recommended that the Act should be amended accordingly. He considered that in such a case the Crown should be empowered to recover the money from the union.

The Commissioner drew attention to the question of the interpretation of the word "employer" in Section 45, commenting that any truck owners who actually were employers would have committed an offence if they paid initiation fees and dues to the union. It could not be determined from the evidence whether any of them were actually employers. He questioned whether the word "employer" included an independent contractor who was a potential employer but who had no employees in his employ. Such a person would be eligible for membership in an employers' organization. He felt it was unlikely that the Legislature could have intended that an independent contractor should be prohibited from contributing financial or other support to a trade union through his membership in

an employers' organization but should be free to do so apart from an employers' organization.

In two of the incidents reviewed in the report in which union representatives had imposed the condition that all truckers should belong to the union, the evidence indicated that the truckers hauling to the jobs were put off the jobs, in one case permanently and in the other temporarily. Mr. Justice Roach held that, by imposing that condition, the union committed an actionable wrong upon those truckers who were prohibited from joining the union, and thereby rendered itself or its representatives liable for any damages that the employer truckers sustained. In this connection he referred to a recent court judgment in British Columbia, *Therien v. International Brotherhood of Teamsters*, in which a union had been held liable for damages.

The Commissioner did not agree with the suggestion that the Labour Relations Board should be empowered to issue cease and desist orders enforceable in a court of law in order to prevent a repetition of the incidents recorded in the report. He did not think that special provision should be made to bring truck owners within the Labour Relations Act, since it was his opinion that the business and activities of an independent contractor should not be interfered with or regulated by the Act except to the extent that it involves relations between the contractor and his employees.

Mr. Justice Roach said that Section 2 of the Rights of Labour Act, which provides that "A trade union and the acts thereof shall not be deemed to be *unlawful* by reason only that one or more of its objects are in restraint of trade", was, in his opinion, *ultra vires* the provincial Legislature. He said that it was criminal law and therefore within the exclusive jurisdiction of the Parliament of Canada under Section 91 (27) of the B.N.A. Act. A comparable enactment is contained in Section 409 of the Criminal Code.

Toronto Personnel Conference Will Study White-Collar Groups

Current controversies in the human relations field, with special emphasis on the white-collar or salaried employee, will be examined by Aaron Levenstein, Research Institute of America, when he addresses the 17th annual conference of the Toronto Personnel Association, being held in Toronto April 16 and 17.

A feature of the conference will be a panel discussion of current labour relations trends by top-ranking men in the field.

Other speakers will include: Dr. R. N. McMurray, President of McMurray Corporation; A. C. Thornton, Industrial Relations Director, International Minerals Corp.; A. S. Hatch, Director of Communications, Whirlpool Corporation; and John D. Staley, American Management Association.

Industrial Fatalities in Canada during the Third Quarter of 1958

Deaths from industrial accidents decreased to 295 from 318 in second quarter and from 380 in third quarter of 1957. Largest number of fatalities, 75, occurred in construction industry; 41 were in transportation and 38 were in agriculture

There were 295* industrial fatalities in Canada in the third quarter of 1958, according to the latest reports received by the Department of Labour. This is a decrease of 24 from the previous quarter, in which 319 were recorded, including 22 in a supplementary list. In the third quarter of the previous year, 380 fatalities were listed.

During the quarter under review there were two accidents that resulted in the deaths of three or more persons. On August 29, a plane crashed in the Northwest Territories, killing the pilot and three members of the exploration crew of a mining company. In another aircraft accident, three members of the Royal Canadian Mounted Police were killed when the plane in which they were travelling crashed at Skaba Lake, B. C., on August 6.

Grouped by industries (see chart p. 39), the largest number of fatalities, 75, was in construction. This figure includes 31 in buildings and structures, 21 in highway and bridge construction and 19 in miscellaneous construction. In the same period last year, 108 fatalities were recorded in this industry: 42 in miscellaneous construction, 36 in buildings and structures and 30 in highway and bridge construction. During the second quarter of 1958, 80 fatalities were listed: 38 in highway and bridge construction, 25 in miscellaneous construction and 17 in buildings and structures.

During the quarter, accidents in the transportation industry resulted in the deaths of 41 persons, including 17 in local and highway transportation and 15 in steam railways. During the same period last year, 43 deaths were reported; of these, 14 occurred in local and highway transportation, 11 in water transportation, 9 in air transportation and 8 in steam railways. During April, May and June of this year, 47 were recorded, of which 18 occurred in steam railways and 13 in each of the water transportation and local and highway transportation groups.

*See Tables H-1 and H-2 at back of book. The number of industrial fatalities that occurred during the third quarter of 1958 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 70 fatalities for which no official reports have been received.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

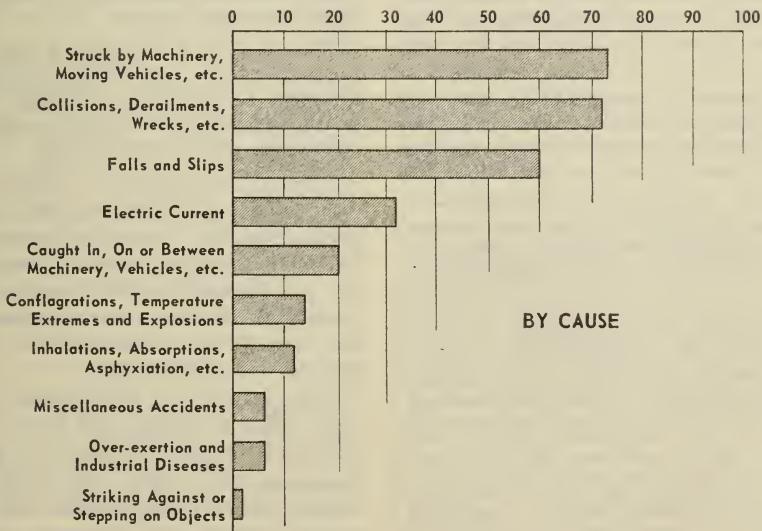
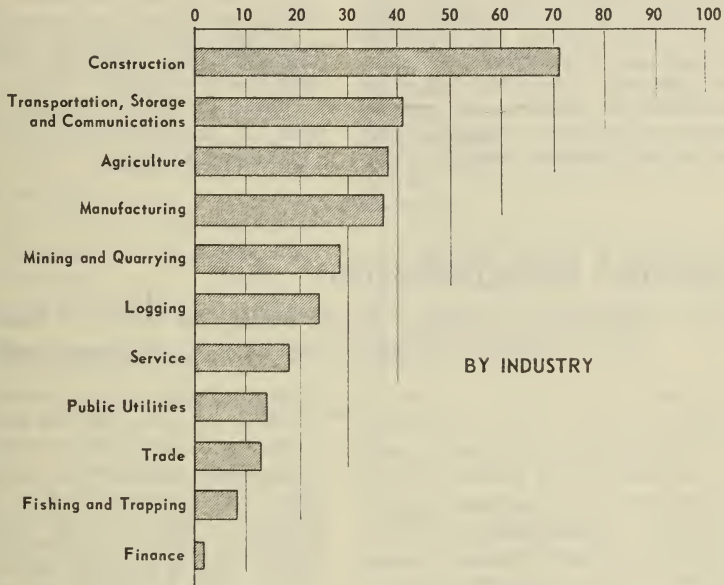
There were 38 industrial fatalities in agriculture during the quarter under review, an increase of 6 over the 32 reported for the same period last year. During the second quarter of 1958, accidents in agriculture resulted in 26 deaths.

In manufacturing there were 37 fatalities; of these, there were 8 in each of the iron and steel and non-metallic mineral products groups, 7 in wood products and 5 in food and beverages. For the same period in 1957, 47 deaths were reported, including 10 in iron and steel, 8 in transportation equipment and 7 in wood products. Work injuries in manufacturing in April, May and June 1958 resulted in the deaths of 38 persons, of which there were 7 in each of the wood products and iron and steel groups, 6 in each of the paper products and transportation equipment groups and 5 in the non-metallic mineral products group.

Accidents caused the deaths of 28 persons in the mining industry, 19 occurring in metalliferous mining and 9 in non-metallic mineral mining. During the same period last year, 47 fatalities were reported in this industry: 34 in metalliferous mining, 12 in non-metallic mineral mining and 1 in coal mining. In the second quarter of 1958, 42

INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1958



Source: Economics and Research Branch, Department of Labour.

deaths were reported: 30 in metalliferous mining, 8 in coal mining and 4 in non-metallic mineral mining.

Accidents in the logging industry resulted in the deaths of 24 persons during the third quarter of 1958, a decrease of 10 from the 34 which occurred during the same period last year. During the second quarter of 1958, 34 lives were lost in this industry.

An analysis of the causes of the 295 fatalities recorded during the quarter (see chart p. 39) shows that 73 (25 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Of these, 49 were in the category "other objects", 20 involved "moving vehicles" and 4 were caused by "tools, machin-

ery, etc.". In the classification "collisions, derailments, wrecks, etc.", 72 fatalities were recorded. These include 37 as the result of automobile or truck accidents, 19 tractor or loadmobile accidents and 10 involving aircraft. "Falls and slips" were responsible for 60 fatalities during the period, 58 of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 109. In British Columbia there were 61 and in Quebec 39.

During the quarter under review there were 103 fatalities in July, 118 in August and 74 in September.

Successful Rehabilitation—XIV

Fourteenth in a series of articles showing the success in rehabilitation that can be achieved through precise matching of the handicapped person to the job

This is the fourteenth in a series of articles illustrating that when a community co-operates in the treatment, training, guidance and placement of a disabled person, he can often meet all the essential requirements of a job. It was written by R. C. Lukey, Ontario Regional Public Relations Officer, Unemployment Insurance Commission.

Ronald A. Shadbolt had a normal boyhood until he was eleven, when he fell under the wheels of a train and lost both legs.

The Imperial Veterans Club, the local Kiwanis Club, and the *London Free Press* banded together to help the boy. Through their combined efforts, funds were collected.

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

A board of three trustees, headed by Arthur A. Ford, Editor-in-Chief of the *Free Press*, was set up to administer the fund.

The fund enabled Ron to buy artificial limbs, and it enabled him to develop his interest in music to the extent that he learned to play the clarinet and saxophone and is now a member of a well-known dance band. Unfortunately, Ron's formal schooling was cut short after Grade 9, and family circumstances did not make his rehabilitation any easier.

This part of Ron's story points up the necessity of the support of the community to which a disabled boy belongs. Because of this support, Ron became an asset to the community instead of a liability.

Ron's first job was as a packer in the local Ordnance Depot. He then became a clerk in the local Army Headquarters, which job he held for two years. A reduction in the establishment resulted, however, in his being laid off. Ron's unemployment problem was further complicated by the fact that he was now married.

Ron reported to the National Employment Office in London and was referred to the Special Placement Section for guidance. It seemed that clerical work would be the best solution to his problem and he was placed with a local wholesale grocer as an order clerk. This was a routine clerical job, and he did not feel happy in it. After three months he again approached the Special Placement Officer for assistance.

While it had appeared at the outset that clerical work seemed the most suitable employment, more intensive counselling revealed that Ron possessed more than normal mechanical ability. He believed that if factory work could be found where the wages would be higher it would not only be easier for him to support his family, but he himself would feel that he had been rehabilitated.

About this time, Minnesota Mining & Manufacturing of Canada Limited opened a plant in London. Among the positions open was one described as a "Knife Sharpener". This required an operator to sit at a machine for long periods. Requirements given by the employer were:

- a man with definite mechanical ability
- ability with the use of small hand tools and gauges
- a good level of intelligence and education
- strong hand and finger dexterity.

D. W. Handford, Personnel Manager of the company, agreed to interview Ron. As a result of the interview, Ron was hired and has been on the job for almost six years. He now owns his own home, drives his own car, and has a family of two boys.

This is a good example of matching a man's ability to the job requirements. Too, it is an instance of failure in a first placement attempt, and demonstrates that more than one avenue of employment should be explored.

During a recent interview, Ron made an interesting point. He recognized that his inability to stand for long periods made it easier for him to accept the necessity of sitting in one position for an extended period, a feature that other persons found distressing.

This demonstrates that handicapped persons properly placed in suitable jobs frequently make better workers than others better equipped but not so carefully selected. No job demands all of any one person's abilities.

Saskatchewan Federation Requests 40-Hour, Five-Day Week

A minimum wage rate of \$1.25 per hour and implementation of a 40-hour five-day week were requested in the annual brief to the Saskatchewan Federation of Labour to the provincial Government.

The brief suggested that "the rate of \$1.25 is not high in consideration of other factors, and is required to meet the higher living costs of today".

The 80-member delegation from the Federation also requested the elimination of the lower minimum wage for employees under 18 years of age, and of split shifts now permitted in Minimum Wage Orders.

Where special wearing apparel or working clothes are required, the brief asked that they be cleaned, supplied and repaired at the expense of the employer.

The brief, for the second consecutive year, called attention to the problem of workers who do not receive payment for eight public holidays each year. "It has become a practice among certain contractors in the construction business to lay off workmen before the week in which a public holiday occurs, thus avoiding the payment required by Minimum Wage Orders."

The Federation also urged that legislation be implemented to allow 100 per cent workmen's compensation to injured employees, and asked that compensation coverage be extended to employees proceeding

to and from work. The brief also requested a plan of rehabilitation and re-establishment of workmen disabled in industry.

The brief also urged that:

—The Saskatchewan Trade Union Act be amended to require employers to bargain collectively for welfare and pension plans;

—That a section be added to the Act to enable the Minister of Labour to appoint, where it seems desirable, an Inquiry Commission to investigate the facts of a labour dispute;

—That the Act be revised to prohibit "contracting out" of work of employees covered by a collective bargaining agreement, during the lifetime of that agreement;

—That the Act be amended to enable the Department of Labour to prosecute for complaints of alleged infractions of the Trade Union Act brought to the attention of the board by employees or trade unions.

Canadian membership of the Retail, Wholesale and Department Store Union increased by more than 1,000 between April and July 1958, according to Regional Director George Barlow. The gain compares with the 2,000 new members enrolled during the same period of 1957.

Civilian Rehabilitation

Two New Rehabilitation Institutes Opened

Ottawa Rehabilitation Institute and Essex County Institute of Physical Medicine and Rehabilitation formally opened late in 1958. Survey of disabled workers in New York contradicts many current stereotyped views about physically handicapped

Two rehabilitation institutes were opened in Ontario centres late in 1958. The Ottawa Rehabilitation Institute was formally opened November 17, and the Institute of Physical Medicine and Rehabilitation for Essex County on October 1.

The Ottawa institute was opened by Dr. G. D. W. Cameron, Deputy Minister of National Health, acting on behalf of the Hon. J. Waldo Monteith, Minister of National Health and Welfare, and by Dr. Mackinnon Phillips, Ontario Minister of Health.

Both men paid tribute to the 25 organizations that had devoted more than five years to planning the institute, which provides a combination of professional staff, services, and treatment equipment for the physically handicapped.

Staff of the institute consists of Charles O. Lyons, MSW, executive director; J. F. Hamel, MD, FRCP(C), director of medical services; Miss Pauline Van Lammers, MSW, and Mrs. Helen Levine, social workers; Hero M. Singh, MA, M. Ed., psychologist; Mrs. Jean Shaw, MSCP, physiotherapist; and Mrs. Hilda Mitcheltree, LCST, speech therapist. The services of well-known consultants from the various medical specialties are drawn upon as required.

The opening of the Essex institute was attended by Dr. Robert Rider, district representative of the Rehabilitation Foundation for Poliomyelitis and Orthopedically Disabled, whose \$5,000 grant in large measure made the institute possible, and by Michael Sumner, president, Hugh Stratton, treasurer, and Drs. Joseph Berkeley and J. Stuart Young, vice-presidents of the institute.

The balance of the funds necessary for the institute came from the Red Feather campaign and from government sources.

The new centre operates with a full-time staff headed by Miss Margaret Wade, and provides medical, psychological and vocational assessment, and will follow this up with all the services required to make the physically handicapped as self-sustaining as possible.

* * *

Some of the current stereotyped views about disabled persons were contradicted by the findings of a research study of a

group of disabled workers employed by Abilities Incorporated, New York.

The following tentative conclusions were drawn from the psycho-social study:

1. Many disabled persons are not at all helpless; they are not only able to work productively but are also able to provide their own transportation and otherwise lead "normal" lives.

2. The capacity of a disabled person to work productively is not necessarily related to the type of disability or the length of time spent in a hospital. Many apparently severely disabled persons who were hospitalized for long periods are able to work productively.

3. The capacity of a disabled person to work productively is not necessarily related to the amount of work experience he has, or to the length of time that he was without employment. Many severely disabled persons with little or no work experience, or with long periods of unemployment, are able to work productively.

4. Disabled persons who are productively employed are often able to lead relatively "normal" lives.

* * *

Around the Provinces

The Vancouver Community Chest and Council have announced the establishment of a new service for the deaf. Eric Herbert, of the Society for the Advancement of the Deaf and Hard of Hearing, has been named to act as interpreter for deaf persons with legal, social and health problems. From this service it is expected that an indication will be obtained of the number of deaf in British Columbia.

J. A. McAllister, 30-year-old teacher who was stricken with polio in 1956, recently was awarded a Bachelor of Arts degree at the University of British Columbia. He holds a full-time job as a high school mathematics and science teacher.

Miss Doris Clark has been appointed Executive Director of the Institute of Physical Medicine and Rehabilitation at Hamilton, Ont.

G. W. Crandlemire, Provincial Co-ordinator of Rehabilitation for New Brunswick, has been appointed Director of the new Rehabilitation Division of the province's Department of Health and Social Services.

Women's Occupational Information Bureau

Toronto Business and Professional Women's Club project for helping high school girls to choose career has expanded; in co-operation with Women's Counselling Workshop of Toronto, club sponsors a group project for girls in Grades 12 and 13

Since 1952, the Toronto Business and Professional Women's Club has been operating an Occupational Information Bureau to help high school girls preparing to choose a career.

The Bureau was originally established to make available a strictly advisory service for high school girls who had some ideas about what they wanted to do. The girls are put into touch with someone in the particular work they are interested in who can give them a clear picture of the occupation as a future career. The service is supplementary to the guidance programs provided in the schools.

This original service is still available from the Bureau, but in recent years its work has expanded considerably.

At the invitation of the Women's Counselling Workshop of Toronto, the Business and Professional Women's Club co-operated in organizing and sponsoring a group project aimed particularly at assisting girls in Grades 12 and 13 of the schools of Metropolitan Toronto to plan the next step in their careers or further education.

Under this plan meetings are held four times a year in one of the buildings of the University of Toronto. Each session is devoted to a specific topic of interest to girls starting to plan for their future. Several guest speakers are invited to cover the topic from various aspects and to answer questions which are invited during a discussion period.

The meetings are informal; students are encouraged to mingle with the organizers and to ask questions. Last year more than 400 students from both private and public secondary schools in Toronto accepted invitations to attend one or more sessions.

The four topics to be discussed during this year's sessions (1958-59) are:

1. I should like to know more about the University.
2. I should like to know more about women in science.
3. I should like to know more about these unusual occupations: interior decorating, photography and costume designing.
4. I should like to know more about opportunities for women in the medical field.

The Occupational Information Bureau has had excellent support from school principals, guidance teachers and the University of Toronto. A report of its activities is submitted each year to the Director of the Board of Education.

The Women's Counselling Workshop, co-sponsors of the guidance program outlined above, have a membership which includes school counsellors and guidance directors, school nurses and administrators, welfare workers, attendance officers and the Youth Employment Service.

These two organizations, through their co-ordinated efforts, are not only helping young girls to make wise occupational decisions but are making it possible for administrators of guidance in its various aspects to pool information and to clarify their thinking on the subject of occupational counselling for girls.

The ILO and Women

A revised edition of the pamphlet *The ILO and Women* published in 1958* points up the changing pattern in the employment of women throughout the world.

The publication briefly outlines the action taken by the International Labour Organization to help working women and notes that although the approach to the problems of the woman worker has undergone a change of emphasis, the ILO's aim has remained the same: "to secure equality in practice for women by guarding her from the hazards to which she is peculiarly liable, by assuring that account is taken of the fact that she bears the greater share of responsibility for home and children, and by equipping her with skills and education so that she may enjoy the same opportunities as man."

The booklet discusses the ILO Conventions, which establish international standards that are almost all equally applicable to men and women. Some "women's" Conventions are dealt with in greater detail. These are concerned with maternity protection, night work and underground work for women, and equal remuneration.

**The ILO and Women*. International Labour Office, Geneva, 1958. Available from the ILO Canada Branch, 202 Queen Street, Ottawa. (free).

50 Years Ago This Month

Special article reports establishment of pension plan paying not less than \$18 nor more than \$100 monthly. Employee contribution was 2 per cent of his wages. In 1908, a year of "general depression," wages were generally stationary or lower

The January 1909 LABOUR GAZETTE carried a special article on a benefit association and pension plan for its employees in the United States and Canada that was established by the International Harvester Co. on September 1, 1908. The object of the association was "to provide its members with a certain income when sick, or when disabled by accident, and to pay to their families certain definite sums in case of death".

At the end of each year, if the average membership in the association had equalled half the total number of employees in the company's manufacturing plants, the company undertook to contribute \$25,000 to the fund; and if the average membership had equalled 75 per cent of the total number of employees, the company's contribution was to be \$50,000.

The company agreed to advance temporarily what funds were needed to pay benefits, to guarantee the soundness of the fund, and to pay interest at 4 per cent on the average balances.

The employee's contribution was to be 2 per cent of his wages, payable on the first and fifteenth of each month. For death benefit alone he was required to contribute 10 cents for each \$100 of benefit.

The amount of benefit paid in case of sickness, accident, layoff or dismissal was not stated by the LABOUR GAZETTE. The death benefit, however, was one year's average wages when death was due to illness, and two years' wages when it was due to accident.

"No benefits are to be allowed when disability is due to intoxication or to fighting unless in self-defence against unprovoked assault," the report said.

All employees were stated to be eligible for pensions. After 20 years service employees could retire voluntarily at the age of 65, and they were obliged to retire at 70 "unless the pension board fixes a later date". For females the voluntary and obligatory retiring ages were 50 and 60 respectively. "Persons occupying executive positions are exempt from the maximum age limit," the LABOUR GAZETTE reported.

"The amount of pension is to be 1 per cent of the average annual pay for each year of active service during the 10 years

next preceding retirement. No pension may exceed \$100 per month or be less than \$18 per month," the report explained.

Although there was an improvement during the last three months of the year, 1908 was on the whole a year of "general depression," according to the LABOUR GAZETTE. During this time movements of wages were conflicting, some being up and some down. But wages during the year were "generally on stationary or lower levels".

As an illustration of the divergent movements of wages, 25 iron moulders employed by the Massey-Harris Company in Brantford had their piecework scale reduced 10 per cent in December 1908, and seven labourers in the same shop had their pay reduced from \$1.75 to \$1.50 a day. On the other hand, in Ottawa 10 labourers employed by the City had their wages increased from \$1.75 to \$2, while three pipelayers also employed by the City had to take \$2 instead of \$2.25 a day.

In Nova Scotia, although collieries were working only about half time in most parts, "in the Springhill district the mines were very active and absorbed a considerable amount of labour which would otherwise have been out of employment owing to the quiet season in the lumber camps".

During the past year, the GAZETTE reported, the Dominion Coal Company had completed the installation at Glace Bay, N.S., of "the first central 'rescue' station, equipped with modern oxygen-breathing, fire-fighting apparatus, to be established on the North American continent.

"The object of the station," the report continued, "is to provide the most efficient means known to modern science of combatting fires in coal mines, and preventing thereby the frequent and heavy loss of life among employees and the destruction of property usually entailed in these disasters."

At the convention of the National Trades and Labour Congress of Canada in Quebec City in September 1908, the name of the body was changed to the Canadian Federation of Labour.

The membership of the Trades and Labour Congress of Canada at the time of its convention in Halifax in the same month was 40,728, compared with 32,997 in the previous year.

INTERNATIONAL LABOUR ORGANIZATION

Technical Meeting on Timber Industry

Measures to reduce accidents in the timber industry recommended in resolution adopted by tripartite meeting attended by delegates from 23 countries, Canada included. Stress mobilization of efforts of employers, workers, governments

Measures to reduce accidents in the timber industry were recommended in a resolution adopted by an ILO Tripartite Technical Meeting on the Timber Industry, held in Geneva December 8 to 19.

Twenty-three countries mainly interested in the timber industry, including Canada, sent national delegations to the meeting. Total attendance was 172, which included delegates and advisers, representatives of the ILO Governing Body, observers from states members, representatives of inter-governmental organizations and observers from other organizations.

The Canadian delegation comprised:

Government Delegates—D. S. Tysoc, Industrial Relations Branch, Department of Labour, Vancouver (head of delegation); and L. A. Aitken, Government Employees Compensation Branch, Department of Labour.

Employer Delegates—John Billings, Forest Industrial Relations Limited, Vancouver; and J. W. McNutt, Wm. Milne & Sons Ltd., North Bay, Ont.

Worker Delegates—Joseph Morris, Vice-President, Canadian Labour Congress, and President, District No. 1, International Woodworkers of America, Vancouver; and F. X. Légaré, President, Catholic Federation of Wood Workers of Canada, Inc., Rimouski, Que.

The chairman of the meeting was Patrick Shaw, Ambassador of the Commonwealth of Australia to the Federal Republic of Germany and his country's representative on the ILO Governing Body.

The countries represented were: Argentina, Australia, Belgium, Brazil, Burma, Canada, Finland, France, the Federal Republic of Germany, Honduras, India, Indonesia, Japan, Mexico, Norway, Panama, Philippines, Sweden, Switzerland, the USSR, the United Kingdom, the United States and Yugoslavia.

Safety of Workers

The resolution on accident prevention stressed that an improvement needed "the mobilization of the joint efforts of employers, workers and governments".

Every effort should be made to increase safety, bearing in mind that the safety of workers took precedence over production interests and that the urgency of any industrial operation must never result in the neglecting of safety measures.

The duty and responsibility for organizing safety were primarily those of employers. Particular attention should be given to vocational training of timber workers.

Referring to the ILO fellowship program for forestry personnel, and to the holding of international training courses, the meeting expressed the opinion "that these should be maintained and developed on a world-wide basis in co-operation with the technical assistance program of other international organizations".

It was important that workers be properly fed because of the physical efforts required and because fatigue affected safety. Establishment of model menus was suggested as a means of ensuring that meals provided "correspond to a certain amount of calories and that they meet the requirements of a balanced diet".

Conditions of Employment

In a memorandum on conditions of employment in the timber industry, the meeting expressed the view that such conditions as wages, hours of work, provisions relating to overtime, holidays with pay and the protection of wages should stand comparison with those applying to other workers of like skill and responsibility and who require a similar physical effort.

The memorandum added that in ascertaining minimum standards of living account should be taken of such essential family

needs of the workers as food and its nutritive value, housing, clothing, medical care and education.

Where work is temporarily interrupted by unsuitable weather, it was desirable that the worker who reports for work should be given reasonable compensation for the time lost, except where rate-fixing methods already provide for this circumstance.

The meeting also expressed the view that where payment was made on the basis of fixed rates per unit produced, care should be taken that piece rates properly reflected the physical characteristics of the logging area, the physical effort required, and the skill, responsibility and hardships involved.

Systems of payment by results should be simple and as easy to understand as possible. They should provide no incentive to work in a manner prejudicial to safety.

Regarding conditions in logging camps, the meeting stated in a memorandum that standards of accommodation, feeding, health and welfare should provide workers with normal requirements in decency and reasonable comfort.

Recreational and cultural facilities in isolated logging camps were important.

The ILO Governing Body was invited to request the Director-General to study and disseminate information on the food requirements of workers engaged in strenuous physical work in various climates.

Labour-Management Relations

A memorandum on labour-management relations in the timber industry stated that the establishment and promotion of good labour-management relations were "of fundamental importance and should be a constant and persistent objective of both employers and workers, and of their organizations".

Efforts should be made to ensure greater stability of employment; "this could usefully contribute to the development of sound labour-management relations."

Free and independent trade unions were an essential prerequisite to the full development of these relations and could thus contribute to the maintenance of industrial peace.

The memorandum then stated that free collective bargaining to determine terms and conditions of employment was the effective means of ensuring the parallel development of economic and social progress, and the reconciliation and promotion of the interests of the employers and workers.

The view was also expressed that the attention of governments should be drawn

to the ILO's Technical Assistance Program in the fields of labour-management relations.

The meeting then invited the ILO Governing Body to give special attention to the desirability of encouraging ILO programs of research, publication, training and technical assistance so that the ILO might help resolve the labour problems of the timber industry.

ILO Survey of Timber Industry

The meeting had before it a review of labour conditions in the timber industry prepared by the International Labour Office. It was the first extensive and systematic review ever available.

The survey was divided into four parts: a background report, accident prevention, conditions of work and workers' welfare in logging camps, and labour-management relations.

The report on accident prevention finds that in practically all countries where numerical data are available, accident frequency rates in the timber industry are among the very highest.

A large proportion of accidents is caused by a lack of knowledge of the work and fatigue, says the report, which recalls that timber harvesting requires an energy consumption of 5,000 to 6,000 calories a day. This compares with 3,000 to 4,000 for a factory worker and less than 3,000 for a desk worker.

"Vocational training can help to find the working techniques which permit a reduced use of muscular power."

Because of the drain on the energy of these workers, special attention must be paid to their dietary habits.

At the same time, the participation of employers, foremen and workers in accident prevention is essential for successfully promoting safety.

Mechanization taking place in logging is giving good results from the safety viewpoint. The replacement of hand saws in felling, which used to be the most strenuous operation, reduces fatigue, thus contributing to improved safety.

"On the one hand," says the report, "it is desirable to aim at reducing the seasonal nature of the work and at creating employment conditions based on a long-term contract. On the other hand, some measures of a short-term nature are desirable to alleviate the consequences of instability of employment."

The report on conditions of work says that "a determining factor in the life of

the lumberman is the relative isolation of the work sites. It has always been a problem how to reconcile the workers' temporary home in the forest with an adequate standard of comfort and hygiene—a problem to which satisfactory solutions have been achieved only in quite recent times in some highly developed countries.”

Regarding labour-management relations in the timber industry, the report points

to the many small undertakings which make up the industry in many countries. This structural feature, it says, is one of the difficulties in fostering good relations. An additional hampering factor, especially in the industrially less developed countries, is the weakness of the trade union movement.

In conclusion, the report says that there is a great need for education in the field of labour-management relations.

Meeting of Teaching Experts

Experts from 18 countries, including Canada, warn that continuance of stop-gap measures to meet serious teacher shortage will lead to devaluation of education

Teaching experts from 18 countries warned at the end of a two-week session convened by the International Labour Organization that a continuance of stop-gap measures to meet the serious shortage of teachers “must lead to a devaluation of education as a whole”. Canada was among the countries represented.

“Faced with the enormous demand for teachers, many countries seem to be more concerned with numbers than quality,” the experts noted in their conclusions on social and economic problems affecting teachers. “There is the danger that measures taken as temporary expedients may become permanent features of the education system.”

Sir Ronald Gould, British expert and Chairman of the World Conference of Organizations of the Teaching Profession, was elected chairman of the session. Ahmed Abdesselem, Director of the *Ecole Normale Supérieure* of Tunis, was elected vice-chairman.

Dr. H. L. Campbell, President of the Canadian Education Association, represented Canada.

The experts studied the principles underlying the determination of salaries and pensions for teachers. The conclusions reached are to guide action at the national level and to assist the ILO in its work. Recommendations that the ILO intensify its activities in the field of education were made by the experts in their final report.

The experts said that, in the last analysis, the effectiveness of any education system depended “on the personal and professional qualities of teachers individually and collectively. The social and economic status of the teacher, his training, recruitment, conditions of work and professional relationships are therefore matters of vital importance both for national communities and for society as a whole.”

Teacher training programs should not differ in standard whether the teacher intends to work in rural or urban areas because of the “fundamental right of all children and adolescents to a full education wherever their homes may be”.

Teachers should be free to exercise their civic rights and should not suffer from any discrimination based on considerations extraneous to the exercise of their profession.

The experts also urged stability of employment and security of tenure for the teaching profession. “Reasonable prospects of advancement and promotion constitute an important incentive to those within the profession and an inducement to others to enter it.”

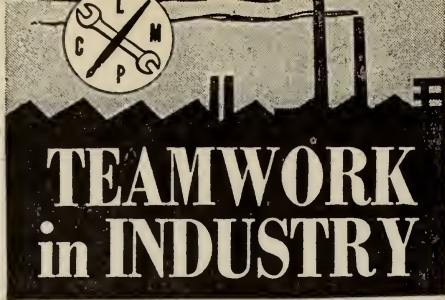
The experts said in their conclusions on salaries that the shortage of teachers was “largely due to the fact that present salaries are not sufficiently attractive”. The shortage seemed likely to persist in spite of efforts by authorities in many countries. “Even when the economic status of teaching is moderately good, it may not be good enough to ensure an adequate supply of recruits of the quality needed.”

The salaries offered should “compare sufficiently favourably with those paid in other professions requiring equivalent or similar training and ability to be capable of attracting not only enough teachers, but enough good teachers”.

The principle of equal remuneration for men and women teachers “is still far from being universally accepted,” the experts found. “This discrimination, and discrimination on racial and religious grounds, should be abandoned.”

It was desirable that representative organizations of the teaching profession be consulted in the determination of salaries. “The solution already successfully adopted in some countries is the use of joint negotiating machinery.”

(Continued on page 63)



Canada's atomic energy program is today concerned primarily with the development of peaceful uses for nuclear power—and enlightened union-management relations at the Chalk River Project of Atomic Energy of Canada Limited are making a sizeable contribution towards solving some of the problems facing the most complex assignment ever undertaken in this country.

Both unions and management responded to the challenge early in the company's history by establishing a "two-way street" of joint consultation. The need was obvious. The 2,300 scientific, technical, skilled and operational employees at the site know that what is being done at Chalk River requires a maximum of harmony and efficiency in order that the progress of research and development will not be impeded.

Twelve unions are represented on the project—nine international, and three Canadian Labour Congress-chartered locals. Labour recognized from the beginning that one voice could achieve unity and eliminate a good deal of confusion, so the 10 unions representing hourly-paid employees formed an administrative organization known as the Atomic Energy Allied Council (AFL-CIO), whose purpose it is to administer the union's agreement with the company.

Joint consultation is handled by the Management-Allied Council Committee, which meets monthly. Membership consists of one labour representative from each of the unions, one from the Allied Council, and an equal number from management.

The committee's general function is to consider such matters as elimination of waste in construction and production; conservation of materials; promotion of education and training in the plant; safeguarding of health; prevention of hazards to life and property; betterment of employment conditions; and employee welfare.

One highly effective phase of the committee's operation at Chalk River is the agenda meeting. These are held about a week in advance of the regular monthly meetings of the Management-Allied Council Committee. They consist of an informal contact between one management and one union representative, each of whom briefs the other on the subjects his group will introduce when the committee convenes.

The agenda is then printed and circulated. In this way each side is provided with an opportunity to do any necessary research on a particular matter, assemble a few ideas, and promote group agreement on the topics to be tabled at the main meeting. When the committee does assemble, no deviation from the agenda is permitted.

One further refinement in good union-management communications is the posting of minutes of union-management meetings on bulletin boards in buildings throughout the project. Spokesmen for both sides believe that, by keeping personnel informed on all such matters, this feature alone is making a substantial contribution to the maintenance of high morale in every section of the Chalk River operation. Management has also granted approval for the posting of minutes recorded at the various union meetings.

"We have established a sound relationship with management here," reports Al Dawson, President of the Allied Council. "I'd say co-operation is above average. Problems we put before management are given every consideration and we are able to adjust a number of difficulties that arise, because of our close co-operation.

"We feel a sense of accomplishment, brought about by honesty, sincerity, and mutual understanding, which are tremendous factors in maintaining industrial peace, so essential for our progress."

G. P. Maxwell, Employee Relations Officer for AECL, who serves as secretary of the Management-Allied Council Committee, states: "We think that we have effective two-way communications between company and unions, and, as a result, an unusually good relationship. A fair number of grievances are averted by discussing potentially troublesome matters at the committee meetings, before specific problems arise. In many cases mutually satisfactory solutions are found. In others, where the basic views of the two sides are very different, each comes out of the discussion with a better understanding of the other's point of view."

* * *

The 650 employees of Burns and Company (Eastern) Limited are the winners of the 1957 Safety Council Shield, awarded annually by the Ontario Meat Packers Safety Council.

Establishment of Labour-Management Committees is encountered and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during November. During the month the Board received 11 applications for certification, two requests under Section 61 (2) of the Act for review of earlier decisions, and allowed the withdrawal of three applications for certification.

Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc., District Council No. 4, on behalf of a unit of marine engineers employed by Alaska Cruise Lines Ltd. aboard the SS *Yukon Star* and SS *Glacier Queen* (Investigating Officer: G. R. Currie) (see applications withdrawn, below).

2. International Association of Machinists on behalf of a unit of maintenance personnel employed by Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier).

3. National Harbours Board Staff Employees' Association on behalf of a unit of employees of the National Harbours Board at Saint John, N.B. (Investigating Officers: H. R. Pettigrove and D. T. Cochrane) (see applications withdrawn, below).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics' helpers and labourers employed by Champion Freight Lines, Limited, operating in and out of Leamington, Ont. (Investigating Officer: T. B. McRae).

5. International Union of Operating Engineers, Local 796, on behalf of a unit of air compressor operators employed by Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

6. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the Quebec Central Railway Company (Investigating Officer: C. E. Poirier).

7. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail pickup and delivery drivers and helpers employed by H. W. Bacon Ltd., Toronto, Ont. (Investigating Officer: A. B. Whitfield).

8. National Harbours Board Elevator Group, Civil Service Association of Canada, on behalf of a unit of grain elevator employees employed by the National Harbours Board at Prescott, Ont. (Investigating Officer: G. A. Lane).

9. Corporation of Port Weller-Sarnia Marine Pilots, on behalf of a unit of Great Lakes pilots employed by The Shipping Federation of Canada (Investigating Officer: F. J. Ainsborough).

10. Syndicate of Employees of Station CHRS, on behalf of a unit of employees of Radio-Iberville Limitée (CHRS), St. Jean, Que. (Investigating Officer: C. E. Poirier).

11. United Steelworkers of America on behalf of a unit of office employees of Consolidated Denison Mines Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

Requests for Review under Section 61 (2)

1. Canadian Wire Service Local 213, American Newspaper Guild, applicant, and the Canadian Broadcasting Corporation, respondent. The request seeks to add additional classifications to the scope of the units in two certificates issued previously (L.G. 1952, p. 912 and L.G. 1953, p. 1020).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Canadian Air Line Dispatchers Association, applicant, Pan American World Airways, Inc., Gander, Nfld., respondent, and the Allied Aviation Service Company of Newfoundland, Limited, Gander, Nfld., respondent. The request seeks to replace the name of Pan American World Airways, Inc., with the name of the Allied Aviation Service Company of Newfoundland, Limited, in the certificate issued previously (L.G. 1952, p. 170). The request stated that the Allied Aviation Service Company of Newfoundland is now the employer of the employees covered by the certificate.

Applications for Certification Withdrawn

1. International Association of Machinists, applicant, and Canadian Arsenal Limited (Small Arms Division, Long Branch, Ont.), respondent (L.G., Dec. 1958, p. 1399).

2. National Association of Marine Engineers of Canada, Inc., District Council No. 4, applicant, and Alaska Cruise Lines Ltd., respondent (see applications received, above).

3. National Harbours Board Staff Employees' Association, applicant, and National Harbours Board, Saint John, N.B., respondent (see applications received, above).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; 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; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment in Certification Application affecting
The Brotherhood of Railroad Trainmen (CLC)
and
New York Central Railroad Company (Northern District)
and
The Railroad Yardmasters of North America, Inc.

The Board consisted of C. R. Smith, Q.C., Chairman, and A. H. Balch, A. J. Hills, A. R. Mosher and A. C. Ross, members.

The Judgment of the majority of the Board was delivered by the Chairman.

This is an application for certification made by the Brotherhood of Railroad Trainmen (CLC) to be certified as bargaining agent for a unit of employees of the Respondent, New York Central Railroad Company (Northern District). The application affects the Canada Southern Division of the respondent company and the proposed unit is described in the application as follows:

All yardmasters employed on the Canada Division of the New York Central Railroad Company (Northern District), or at Windsor, St. Thomas, Welland, Fort Erie, and Niagara Falls, Ontario.

The application came before the Board at its hearing on Thursday, October 2, 1958. The respondent company contended that the Board should not entertain the application, advancing two points in support of its contention:

1. The application was premature in that on the date of the application there was in existence an agreement affecting these employees made between the company and the intervener, which had not been in force 10 months.

2. Yardmasters are not employees within the meaning of the Industrial Relations and Disputes Investigation Act.

Dealing with these contentions in turn:

1. A pre-existing agreement:

It appears from the evidence that an agreement was signed between the respondent company and the intervener which was effective on April 1, 1944 and which was to continue in effect until after 30 days written notice containing proposed changes had been given by either party.

On August 10, 1956, the respondent gave notice in accordance with the agreement. Between that date and April 9, 1958, lengthy negotiations were carried on between the parties and on the latter date it appears that terms of settlement had been agreed upon. As a result of this settlement

an agreement in writing was prepared which was signed during the month of June, 1958.

From the evidence it appears that the agreement was signed by authorized representatives of the intervener on the 16th day of June. Following that date it was signed by general managers for the several divisions of the company, the first company signature being affixed on the 23rd day of June, and the last on the 26th day of June. The last officer of the company to sign was the general manager of the Northern District, which includes the Canada Southern Division, and it is noted that he signed two days after the date of the application which is before the Board, viz., June 24, 1958. The agreement states on its face that it was "signed at New York, N.Y., this 26th day of June, 1958." The last paragraph of the agreement reads as follows:

This agreement shall be effective as of July 1, 1958, superseding previous agreements.

Counsel for the respondent contended that all points of difference between the respondent and the intervener had been resolved on April 9, 1958, and that an agreement had been reached between them on that date. It was clear, however, that he relied upon the written document, bearing date the 26th of June, 1958, as the agreement between the respondent and the intervener. He argued that this agreement was in force and effective between the parties prior to the date of the application, June 24.

In the view of the Board this contention fails on two grounds:

(i) From the evidence each Divisional Manager of the railroad company signed in respect of his own division. The only interpretation the Board can put upon this procedure is that the agreement would not become effective at all until signed by all Divisional Managers, or, alternatively, that it would not become effective in respect of a division until it had been signed by the Manager of that Division. The Manager of the division with which this application is concerned did not sign it until June 26th, two days after the application before the Board. On this basis the agreement was not in force between the parties at the time of the application for certification.

(ii) By its terms the agreement was not to become effective until the 1st of July, 1958. Therefore, although it had been signed and had become a binding contract, it had no operative effect until the 1st of July, one week subsequent to the application before the Board.

Counsel for the company had contended that the agreement was in force from the time when it became binding upon the parties, although not operative until July 1. He argued that there is a distinction between an agreement being in force as referred to in Section 7 of the Act, and an agreement being in operation as referred to in Section 20 (1) of the Act. The Board, however, is of the opinion that the language of the Act should not be so interpreted. On this interpretation an agreement might be signed, to become effective at some distant date in the future. It could be signed before the expiration of 10 months of the term of an existing collective agreement, to become effective on the expiration of that agreement. By this device an application for certification by another union might be continually precluded, a situation which, in the opinion of the Board, cannot have been intended by Parliament. The Board considers that for the purposes of Section 7 of the Act, which sets out the circumstances under which an application for certification may be made, an agreement is intended to be in force from the date when it becomes effective. In this case that date is July 1, 1958.

2. Yardmasters are not employees within the meaning of the Industrial Relations and Disputes Investigation Act:

A good deal of evidence was submitted with respect to the duties and the functions of yardmasters and general yardmasters. From this evidence the Board was satisfied that general yardmasters fall within the category of management personnel, rather than that of employees. With respect to yardmasters, however, the evidence and the argument supporting it were not convincing to the majority of the Board. The evidence indicates that a yardmaster has authority to control and direct the movement of cars, engines and trains within the yard over which he has jurisdiction. He has employees working under him, varying with the size of the operation, comprised chiefly of switch crews, but including also yard clerks and cleaners. On the other hand the evidence in this case indicates that the normal or usual position of the yardmaster is that he acts under the supervision of a general yardmaster. This does not apply at Welland, where the yard operation is small, only one trick or shift being worked, and where there is no general yardmaster. The general yardmaster at each of the other

locations is, in turn, under the general supervision of the superintendent of transportation, and also acts under directions of a train dispatcher or chief train dispatcher. On these facts the majority of the Board consider that the yardmasters' relation to management is not such as to remove them from the category of employees, within the meaning of the Act.

It may be noted that in labour relations the respondent company has not, over a period of many years, dealt with yardmasters on the basis that they belong to management. It has negotiated and concluded agreements with unions on behalf of yardmasters in respect of wages and working conditions. These agreements appear to have been negotiated in the same fashion as agreements between the company and other groups of its employees. The latest instance of such an agreement is the one referred to above, bearing date the 26th day of June, 1958, and there is no indication that the company has any desire to depart from its practice in this respect. Declaring yardmasters to be outside the category of employees would appear to have no effect upon the existing relations between the company and the intervener. It would, however, have the effect of precluding the yardmasters from using the machinery of the Act for the purpose of changing their bargaining agent.

For the foregoing reasons the Board reached the conclusion that the agreement dated 26th day of June, 1958, was not a bar to the application before it, and that the yardmasters affected were employees within the meaning of the Industrial Relations and Disputes Investigation Act. It further decided that the appropriate bargaining unit should consist of employees of the company employed on its Canada Southern Division, engaged as yardmaster, regular relief yardmaster and unassigned or spare yardmaster, when working as yardmaster, excluding the transportation superintendent and general yardmasters. In order to ascertain the wishes of those in the bargaining unit, a vote was ordered to be taken with the names of the applicant and the intervener on the ballot, with the provision that, in order to be eligible to vote, unassigned or spare yardmasters must have served as yardmasters a preponderance of their working time during the year preceding the date of the application.

The vote was taken on the 25th, 26th and 27th days of November, 1958, when the applicant received the favourable vote of a majority of the members of the bargaining unit.

The Board therefore has ordered certification of the applicant.

(Sgd.) C. Rhodes Smith,
Chairman

for the majority of the Board.

Raymond Fieberkorn, Esq.

W. T. Naylor, Esq.

for the Applicant

Vincent Price, Esq., Q.C.

K. D. Finlayson, Esq.

F. L. Wyckoff, Esq.

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for the Respondent

C. M. Donnelly, Esq.

for the Intervener

Dated at Ottawa, December 3, 1958.

Dissenting Opinion

I dissent from the decision of the Board and from its written Reasons for Judgment for two reasons.

First, in my opinion, yardmasters are clearly a supervisory class exercising management functions, and are not employees within the meaning of the Industrial Relations and Disputes Investigation Act.

Second, the decision of the majority of the Board is at variance with the Board's practice, as established on two previous occasions. In 1945 the Wartime Labour Relations Board (National) certified the Brotherhood of Railroad Trainmen in respect of supervisors and assistant yardmasters employed by the National Harbours Board at Montreal, but excluded yardmasters and the supervisor of crews. In

1948 the Canada Labour Relations Board rejected an application made by the Brotherhood of Railroad Trainmen on behalf of yardmasters employed by the National Harbours Board at Montreal for the reason that they were not considered to be employees within the meaning of the Act.

As stated above it is my opinion, based on many years of railway experience both as an operating officer and as one having particularly to do with employer-employee relations, that yardmasters are clearly of the supervisory class. I feel strongly that yardmasters, whether they are working under a general yardmaster or without such supervision, are not properly employees within the meaning of the Act.

As I have maintained, the fact that railways over a period of years have concluded agreements with unions in respect of the wages and working conditions of yardmasters is not in itself a pertinent factor. The negotiations leading to such agreements have not been brought into the jurisdiction of the Board, and, in fact, many of them took place before the Industrial Relations and Disputes Investigation Act or the Wartime Labour Relations Regulations became effective. This has also taken place in respect of other classifications of employees, such as certain agents, whose duties are obviously supervisory, but it does not follow that such supervisory personnel should be included in an appropriate bargaining unit as being employees within the meaning of the Act.

(Sgd.) A. J. Hills,
Member.

Dated at Ottawa, December 3, 1958.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Towboat Owners' Association and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

2. Canadian National Railways (MV *Bluenose* Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: H. R. Pettigrove).

3. Radio-Nord Inc., Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

4. G. A. Fraser Limited, Toronto, and Warehousemen and General Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Vancouver Barge Transportation Limited and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

6. Shipping Federation of Canada and International Longshoremen's Association (Halifax, Saint John, Three Rivers, Montreal and Quebec) (Conciliation Officers: R. Trépanier and H. R. Pettigrove).

7. Stanleigh Uranium Mining Corporation, Elliot Lake, and Elliot Lake-Stanleigh Office Workers' Union, Local 1574, Canadian Labour Congress (Conciliation Officer: F. J. Ainsborough).

8. Can-Met Explorations Limited, Spragge, Ont., and Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress (Conciliation Officer: F. J. Ainsborough).

9. Eastern Canadian Greyhound Lines Limited, Windsor, and Division 1415, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: F. J. Ainsborough).

10. Quebec Television (Canada) Limited and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette).

11. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants Association (Conciliation Officer: G. R. Currie).

12. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Smith Transport Limited and Kingsway Transport Limited (Trucking Association of Quebec Inc.) and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: R. Trépanier) (L.G., Oct. 1958, p. 1141).

2. Eldorado Mining and Refining Company, Port Hope, and United Mine Workers of America, District 50, Region 77, Local 1373 (Conciliation Officer: F. J. Ainsborough) (L.G., Aug. 1958, p. 882).

3. United Grain Growers Limited, Pacific Elevators Limited, Alberta Wheat Pool, Burrard Terminals Limited, and Saskatchewan Wheat Pool, Vancouver, and Grain Growers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. R. Currie) (L.G., April 1958, p. 391).

Conciliation Boards Appointed

1. Hill the Mover (Canada) Limited, Ottawa and Toronto terminals, and Local 419, International Brotherhood of Teams-

ters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct. 1958, p. 1141).

2. Canadian National Railways (MV *Bluenose* Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (see above).

Conciliation Board Fully Constituted

A Board of Conciliation and Investigation was established in October to deal with a dispute between Quebec North Shore and Labrador Railway Company and Brotherhood of Railroad Trainmen (no Conciliation Officer appointed previously) and was fully constituted in November with the appointment of Norman N. Genser, QC, Montreal, as Chairman. Mr. Genser was appointed in the absence of a joint recommendation from the other two members, Paul S. Smith, QC, Montreal, and the Hon. A. W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

Settlements Following Board Procedure

1. Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326 (L.G., Dec. 1958, p. 1405).

2. The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Sept. 1958, p. 982).

3. Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton, and Buffalo Railway Company, Ontario Northland Railway, Algoma Central and Hudson Bay Railway, Midland Railway of Manitoba, Railway Express Agency, Inc. (non-operating employees) and the Joint Negotiating Committee representing a number of railway labour organizations (L.G., Sept. 1958, p. 982).

4. The Packers Steamship Company Limited, Vancouver, and the National Association of Marine Engineers of Canada, Inc. (L.G., Sept. 1958, p. 982).

Settlement after Strike following Board Procedure

Canadian Pacific Transport Limited, Winnipeg, and the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198 (L.G., Dec. 1958, p. 1400). Work stoppage occurred October 31; employees returned to work November 11 and settlement was reached November 12 following further negotiations.

Canadian Railway Board of Adjustment No. 1

Releases Decisions in Nine Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in four cases heard September 9 and five cases heard October 14.

The first case involved a claim by the union for road switcher rates for train crews manning a mixed train service on a certain stretch of line. It had previously been heard April 8 and referred back to the parties for further negotiation, which had proved fruitless. The second case concerned the disciplining of two firemen; the third, the dismissal of three firemen in consequence of charges made against them; and the fourth, the disciplining of a fireman. The fifth case related to the claim of a telegraph operator for payment of overtime; the sixth case involved a claim for extra payment for snow-plow service for engineers on a certain run; and the seventh the claim of a regular train crew for payment for a certain run, which, they contended, had been irregularly given to a spare crew. The eighth case concerned the method of payment of crews operating a way freight assignment, in which road switcher rates were claimed; and the ninth case related to a conductor's claim for extra pay for time required to make out reports after arrival at the station.

In the second, third, fifth, sixth, eighth and ninth cases the contention of the employees was sustained. In the first case the employees' contention was not sustained, but an understanding in their favour was included in the Board's decision. In the fourth case the contention of the employees was partly sustained, and in the seventh case it was not sustained.

Case No. 703—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning a claim by the union that road switcher rates should be paid to train crews assigned to mixed trains that operate on turn-around basis within a radius of 30 miles.*

A dispute over rates was first heard by the Board in April (L.G., June, p. 641), when it was referred back to the parties with a recommendation that they should try to decide between themselves how the rule on road switcher service should apply.

Since the parties had been unable to reach agreement, the Board decided that the claim of the employees was not sustained, on the understanding that the two assignments concerned in the dispute do not

set out or lift cars en route between Trois Rivières and Shawinigan and between Shawinigan and Grand'Mère. The work at Shawinigan was to be confined to setting out or lifting cars.

Case No. 704—*Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the assessment of demerit marks against two firemen, and the claim of one of them for pay for time lost while held out of service.*

Since April 1956, the CPR had made a practice of handling express merchandise cars from Regina to Moose Jaw on the head end of westward freight trains. On arrival at Moose Jaw, the road locomotive was stopped at a point opposite the express shed, and was cut off to permit the yard engine to switch off the express cars. The road locomotive was then placed back on the train, and the train yarded.

The delay in yarding the train as a result of this practice, the company asserted, averaged about seven minutes.

In December 1957, independently and on different occasions, two firemen advised the engineer that if the train was stopped for switching off the express cars they would book rest at that point. Both times the train continued to the yard and the express cars had to be taken back to the express shed.

Both firemen were disciplined for "refusal to obey instructions".

The Brotherhood charged this discipline—30 demerit marks—was improper. It was of the opinion that instructions such as the firemen declined to follow were "for the purpose of imposing working conditions that have not been negotiated".

The employees' contention was sustained.

Case No. 705—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen, ex parte, concerning the dismissal of three firemen on charges of handling intoxicants.*

Three firemen were dismissed from service after the company had investigated reports that they were involved in the handling of intoxicants in violation of the rules of the railway.

The company contended that its investigation and supporting evidence indicated that intoxicants had been handled and consumed.

The Brotherhood contended that the company had not produced any clear evidence that there had been any violation of the rule in question, that the company's position was supported only by unreliable hearsay and circumstantial evidence, and that the investigation had not been conducted in the manner outlined in the current contract. The employees should therefore be reinstated, with payment for time lost, it declared.

The contention of the employees was sustained.

Case No. 706—*Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Engineers concerning the claim of an engineman for payment for time lost while held out of service, and for removal of demerit marks assessed against him for failing to carry out instructions.*

During October 1957 employees of Imperial Oil Co., at Ioco, B.C., were on strike. The strikers had placed pickets at or about the refinery at Ioco as well as at other Imperial Oil Co. operations where employees were not on strike, including that company's marketing division plant in Vancouver. The CPR served the plant in question as a common carrier.

On October 16 the engineman had refused to take part in switching duty at the plant after being instructed to do so, on the ground that there were pickets there.

The union contended that the engineman had been wrongfully suspended, and that he should be paid for time lost and the demerit marks should be removed from his record, inasmuch as a form of service was being demanded of him which was not a working condition covered by the agreement.

The Board stated that the question of whether or not employees are required, either legally or under their contract rules, to cross picket lines was beyond its jurisdiction.

It decided that the demerit marks should be removed from the engineer's record.

Case No. 707—*Dispute between the Canadian National Railways (Central Region) and the Order of Railroad Telegraphers concerning the claim of a telegraph operator for payment at overtime rate for time worked on a sixth successive day.*

A telegraph operator had been assigned a work week of Monday through Friday, with Saturday and Sunday as rest days. He was then notified that his work week would be changed to one of Tuesday through Saturday, with Sunday and Monday as rest days.

In making the change to the new work week the operator was required to work on Saturday, and he thus worked six consecutive days. The union contended that he was entitled under the agreement to be paid the overtime rate of time and a half for the sixth day.

In declining the claim the company contended that, days of service having been changed in accordance with the terms of the agreement, the work on Saturday must be considered as having been performed on the fifth day of the new work week so established, and that payment for time so worked had been properly made at the *pro rata* rate.

The contention of the employee was sustained.

Case No. 708—*Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers, ex parte, concerning the application of the rule in the current schedule that regulates snow plow service.*

Four engine crews submitted claims for payment for 100 miles, in addition to mileage for the trip, after being required to handle freight cars on the return trip from a snow-plowing assignment.

It came out at the hearing, however, that the union did not wish to press any of the claims for extra mileage, but that it did want a ruling that the disputed article in the agreement, covering snow-plow service, did not allow the company to require an engineer in snow plow service to switch out a train, and handle it before his return to his home terminal or before the completion of the trip for which he was called.

The rule in dispute states:

Engineers coming in from snow plow trip will not be required to do any switching at terminals, except to put their own train away if no yard locomotive is immediately available. At points en route engineers will not do any switching, except when necessary to move cars in order to plow out a track or tracks.

The union contended that the service that had been required in the trips for which the claims were made was not in accordance with this article, which precluded the right of management to require an engineer to combine snow plow service with other classes of service.

The company contended that the rule prohibited switching in specified circumstances, and that in none of the claims under consideration had the conditions of the article been violated. The claims, the company argued, amounted to asking for the insertion of a new rule. It stated that there was nothing new in the practice of

combining snow plow operations with other types of service in certain circumstances, but that the claims of the Brotherhood in these cases were a "unique development".

It gave examples from other divisions of crews' being used on both wayfreight and snow plow service, wayfreight work being discontinued when the plow is in use and resumed when the plow is being handled dead.

The company then cited an article in the current agreement that specifies the rate to be paid when more than one class of road service is performed in a day or trip. "This rule clearly establishes the company's right to use engineers in more than one class of road service in a day or trip," it argued.

It also quoted another clause of the article cited by the employees that sets out the conditions under which locomotives handling a plow will not be required to handle a train. This clause, it contended, indicated that only when the plow was in use was the locomotive prevented from handling a train. These conditions did not obtain in any of the claims involved in the dispute, it pointed out.

When a snow plow is handled dead, it becomes a freight car, the company stated.

The Board sustained the Brotherhood's contention.

Case No. 709—Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning the claim of a regular train crew for pay for 100 miles when a spare crew was used in their place during a period for which they had booked rest.

A crew regularly assigned to a run returned one day at 6.35 p.m. and booked rest until 4.00 a.m. the following day. The next day the assignment was ordered for 4.00 a.m. and a spare crew was called because the regular crew were on rest.

The Brotherhood contended that the regular departure time for the run was 6.30 a.m. and that the regular crew had suffered monetary loss and were deprived of working their regular assignment because the starting time was advanced to 4.00 a.m.

The company explained that it was in response to a request from a customer that the time of the train's departure had been changed. Since the regular crew were resting at the earlier hour, as they had been entitled to do under the agreement, a spare crew had been ordered in their place.

The company contended that if employees wish to invoke the rest rule they are not entitled to pay while at rest.

The Board recommended that the parties confer to clear up misunderstandings over the procedure to be followed when conditions arise that make it necessary to change the starting time of regular assignments. It ruled that the claim of the employees for payment for 100 miles in this case was not supported by schedule rules.

Case No. 710—Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen regarding the method of payment of crews operating a wayfreight assignment.

A crew regularly operating a wayfreight assignment "as required" claimed payment on a continuous time basis at road switcher rates when they were required, on October 5, 1957, to make two trips on the same day. The company declined the claim and allowed payment on a continuous time basis at wayfreight rates.

The Brotherhood then resubmitted the claim for payment at road switcher rates, contending that the assignment came under the specifications of the article in the agreement dealing with road switcher service. This contention the company denied.

After further correspondence and a further denial of the claim, the assignment was abolished and has since operated as unassigned service with crews from the freight pool. Just before the assignment was abolished, the union had refused the company's final offer to pay road switcher rates on days when the assignment operated within a 30-mile radius of the starting point, but only from February 1, 1958. After the abolition of the assignment, the Brotherhood offered to accept the previously proposed settlement if the abolition order was cancelled; the company refused.

"The company is operating this assignment with pool crews, although there has been no change whatsoever in the operation," the Brotherhood asserted, "and the only conclusion that can be drawn from the abolishing of the assignment is that it was abolished rather than pay road switcher rate to which the assigned crew was entitled."

The company in its contention stated that it had changed to operation of the service with the use of pool crews on February 10, 1958, because the employees had pressed for payment of road switcher rates, when the service had always been a wayfreight assignment, paid as such, and operated as one continuous assignment within the defined provisions of the bulletin by which it was established, and under wayfreight service rules.

(Continued on page 78)

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada finds certification order of British Columbia Labour Relations Board not open to review by courts. British Columbia Supreme Court declares picketing where workers not on strike is illegal; continues injunction

The Supreme Court of Canada has found the British Columbia Labour Relations Board's certification order entirely within the jurisdiction of the Board and not open to review by the Court.

In British Columbia the Supreme Court, in a decision rendered in 1953 but only recently published, found it illegal for the striking employees of one company to engage in even peaceful picketing of the premises of another company whose employees, belonging to the same local union, had voted against the strike. The Court held that the object of such picketing would be to persuade the non-striking employees to quit work and thus to commit an unlawful act.

Supreme Court of Canada...

...allows appeal against decision that quashed B.C. Labour Relations Board's certification order

On October 7, 1958, the Supreme Court of Canada by a majority decision allowed an appeal from the judgment of the Court of Appeal for British Columbia that dismissed an appeal from the order of Mr. Justice McInnes, who on a motion for *certiorari* quashed a certification order of the Labour Relations Board (L.G., Dec. 1957, p. 1492; April 1958, p. 409).

The Court ruled that the whole issue was entirely within the jurisdiction of the Board and its finding was not open to review by the Court.

The judgment of the Supreme Court was rendered by Mr. Justice Judson, with whom Justices Rand and Abbott concurred. Justices Locke and Cartright dissented.

Mr. Justice Judson recalled the following circumstances of the dispute.

Local 580 of the Retail, Wholesale and Department Store Union applied to the Board to be certified as the bargaining authority of the employees of Traders' Service Limited (later referred to as Service Company) of Vancouver. The application stated that there were 18 employees in the group and that 11 of these were members

in good standing. The company alleged that the union included in these 11 employees six truck drivers who, in fact, were employees of another company, Traders' Transport Service Limited (later referred to as Transport Company). This latter company had the same address and management.

The Board, as required by its regulations, gave notice of the application to the Service Company, which then had the right to submit its observations to the Board and to request a hearing. The only reply received from the company suggested that a mistake had been made either in the application or in the name of the firm intended to be named and that, in consequence, the statutory notice enclosed with the Board's letter would not be posted. The explanation for this letter later given by the manager in his affidavit was that his company had been receiving mail from time to time addressed to a company with a similar name. The reply of the Board of August 14, 1956 was to the effect that, if any mistake in identity had been made, it would be disclosed by the investigation and that the Service Company had been clearly named as the employer of the unit, and the Board repeated its request that notice of the application be posted, as required by the regulations. There was no further correspondence between the company and the Board until the Board issued its certification order on November 9, 1956.

Mr. Justice McInnes of the Supreme Court of British Columbia, on a motion for *certiorari*, quashed the decision of the Board. The grounds for decision were summarized by Mr. Justice McInnes as follows:

I hold therefore that it was incumbent upon the Board to disclose to the applicant the issue raised by the union's application for certifica-

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations, under these laws, and selected court decisions affecting labour.

tion and to give the applicant an opportunity to meet it. They failed to do so and have, in my opinion, thereby violated the provisions of Section 62 (8) of the Labour Relations Act *supra*, in that they did not "give any opportunity to all interested parties to present evidence and make representations". By so acting they have declined jurisdiction. No authority need be cited for the proposition that when the Board declined jurisdiction its order must be set aside and I accordingly hereby set the same aside.

The decision of Mr. Justice McInnes was confirmed by the British Columbia Court of Appeal.

Mr. Justice Judson of the Supreme Court of Canada could not accept the contention that the Board fell short of the standard of conduct required of it by such cases as *Local Government Board v. Arlidge* (1915) A.C. 120, and *Board of Education v. Rice* (1911) A.C. 119. He was of the opinion that, having regard to the other relevant provisions of the Act and regulations, these cases had no application; that there was no failure to give an opportunity to be heard; and that no question of jurisdiction arose on this ground.

When the Board sent to the company its communication of August 14, 1956, there was no further obligation prescribed by the Act or the regulations which would impose a duty upon the Board to keep the company informed of what was going on. Regulation 9 (7) expressly provides that:

Where a person fails to reply within the time-limit prescribed by these regulations, that person is not entitled, except by leave of the Board, to any further notice of proceedings or to make further representation or to give further evidence to the Board in connection therewith.

Nor was there any obligation to hold an oral hearing, since by regulation 9 (6) this was left to the Board's discretion. If it decides to hold a hearing, it must give a statutory notice to the proper persons. In this case no oral hearing was held. None was asked for and it must be assumed that the Board thought that none was necessary.

The task before the Board was to ascertain whether the union represented a majority of the employees in the unit. For this purpose the Board instructed its officer to make an investigation. He visited the Service Company offices twice and examined the payroll records of the company. He found that the six truck drivers whose status was in dispute were entered on the payroll of the respondent Service Company under the heading "Traders' Transport Service Limited". The four classifications on the payroll record of the respondent company were "Office, Warehouse, Labelling, Traders' Transport Service Limited". The undeniable facts were (a) that the truck drivers' names

were on the respondent company's payroll under the heading of the Traders' Transport Service Limited; (b) that the truck drivers' pay cheques were drawn by the respondent Service Company on its own bank account; (c) that their income tax T.D. 4 forms showed the respondent Service Company as their employer; (d) that their unemployment insurance books showed the respondent company as their employer; (e) that the respondent Service Company and the Transport Company had the same management and control and operated from the same address; and (f) that the truck drivers knew nothing about internal inter-company arrangements or their purpose. The truck drivers filed affidavits stating that they were employees of the respondent Service Company.

On the other hand, the two companies filed separate income tax returns and the Workmen's Compensation Board recognized two entities and treated the truck drivers as employees of the Transport Company.

Both the union and the Board were aware that there might be a problem. On August 8, 1956, the union applied to the Board to be certified as the bargaining agent of the employees of the Service Company, and, subsequently, on August 31, filed another application for certification in respect of the employees of the Transport Company. There was an exchange of correspondence between the Board and the union about this matter and the result was that the union withdrew its second application and held that the six truck drivers were employees of the respondent Service Company. Copies of this correspondence between the Board and the union were not supplied to the Service Company and, in Mr. Justice Judson's opinion, there was no obligation to supply them or to disclose the correspondence.

The trial judge had found that it was the duty of the Board to disclose to the company the issue raised by the union's application for certification and to give the company an opportunity to meet it. The failure to meet this requirement resulted, in the trial judge's opinion, in the violation of Section 62 (8) of the Act, which provides that the Board "shall determine its own procedure, but shall in every case give an opportunity to all interested parties to present evidence and make representation".

Mr. Justice Judson did not accept this contention. He noted that the duties of the Board are governed by the Labour Relations Act and regulations. He found no departure by the Board from the complete fulfilment of its statutory duty. The Board gave the company the required notice

of the application and advised it of its rights to make written submissions within ten days; it immediately corrected what Mr. Justice Judson regarded as the company's feigned inability to understand what was going on; it made the necessary examination of records as required by Section 12 (2); in accordance with regulation 9 (2) and Section 12 (2), it prescribed the nature of the evidence that it required from the union.

The company, on the other hand, made no submissions of any kind and did not reply to the statutory notice. It had ample opportunity to present evidence and make any representation that it wished. Instead it chose to ignore the procedure of the Board.

According to the trial judge, there was a failure to disclose the issue raised. Mr. Justice Judson noted that the issue raised was perfectly plain to the union and the Board and he thought it was equally plain to the company. The Act does not impose on the Board the duty to open its files and send copies of every written or oral communication that it received in connection with an application. Therefore, the failure to do what is not required should not be construed as a denial of the right to be heard or a refusal of jurisdiction.

Further Mr. Justice Judson added:

My opinion is that no question of jurisdiction arose for the court's consideration in this case. What the Board did was to make a finding of fact and, indeed, one that was very simple and obviously correct, that these six employees were employed by the respondent. By S. 65 of the Act the Board is required to determine whether a person is an employer or employee and this decision is to be final and conclusive. The matter, therefore, was solely within the Board's jurisdiction and it is not open to judicial review. In making its finding of fact, the Board proceeded exactly as it was authorized to do by statute. There was no refusal of jurisdiction or lack of jurisdiction or conduct outside or in excess of its jurisdiction. The matter is not one of jurisdiction at all. There was ample evidence on which the Board could make its finding and any other finding would have been surprising. All the evidence pointed to these employees being the employees of the respondent. Employment is a question of fact and depends upon contract. The internal financial arrangements between the respondent and the Transport Company were of no concern either to the Board or the employees.

The Court ruled that the issue before the Board was entirely within the Board's jurisdiction and the finding of the Board was not open to review by the Court. The appeal was allowed with costs. *Labour Relations Board and Attorney-General of British Columbia and Retail, Wholesale and Department Store Union, Local 580 v. Traders' Service Ltd.*, C.C.H. Canadian Labour Law Reporter, Vol. V, Nov. 26, 1958, No. 14, p. 11,585.

Supreme Court of British Columbia...

...declares picketing of premises where employees not on strike is illegal; continues injunction

On November 12, 1953, Mr. Justice Coady of the Supreme Court of British Columbia dismissed an application to dissolve an anti-picketing injunction restraining a local of the International Woodworkers from picketing a mill which was not on strike.

The court ruled that when the employees of one company voted against the strike then it was illegal for the striking employees of another company belonging to the same local union to picket the non-striking premises, particularly when the "information" conveyed was false. In such circumstances the union committed an unlawful act, because the object of picketing was not to convey information, but to induce the non-striking employees to quit the work, and to deceive the public.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

Pacific Western Planning Mills Ltd. had been operating a planing mill and lumber yard at Quesnel, employing about 12 men. The company had a collective agreement with International Woodworkers of America (CIO-CCL), Local No. 1-424, as the certified bargaining agent for the company employees. The agreement expired in August 1952, and since then no collective agreement had been signed. The employees continued in their employment while the negotiations for a new collective agreement were carried on between the local union and the company. These negotiations were not successful, and a conciliation officer and later a conciliation board were appointed, pursuant to the provisions of the Industrial Conciliation and Arbitration Act (1948) (now the Labour Relations Act (1954)).

Local No. 1-424 was also the bargaining authority for the employees of some other lumber operators in the district, but there were also other locals of the same union representing the employees of some other lumber operators.

During the negotiations and conciliation proceedings, various locals of the International Woodworkers of America were represented by the District Council of the union, while various lumber operators were represented by the Interior Lumber Manufacturers Association. It should be pointed out that had the negotiations resulted in a new collective agreement, each employer would have had to enter into the collective

agreement with the bargaining agent representing its employees. There was no intention that the Association itself would enter into any collective bargaining agreement with the District Council of the union as the bargaining authority of all employees.

The majority report of the conciliation board was rejected by the International Woodworkers' union in October 1953. A supervised vote was taken in most of the operations represented by the Association. The vote of the employees of the plaintiff company was against a strike. The vote in another sawmill in the town of Quesnel, the Quesnel Sawmills Ltd., was in favour of a strike and the men at that plant promptly went out on strike, as did the employees in other units in the district.

Local union 1-424, which apparently was the bargaining agent for the employees of Pacific Western Planing Mills Ltd. as well as for the Quesnel Sawmills Ltd., notwithstanding the vote of the plaintiff company's employees against strike action, set up a picket line adjacent to the company's premises. The men on the picket line were the striking employees of the Quesnel Sawmills Ltd.

The company applied for, and was granted, an injunction, the purpose of which was to restrain the local union from conspiring to induce, and inducing, an illegal strike, and to prevent picketing of the company's premises.

The union applied to the court, seeking a modification of that injunction, so that peaceful picketing might have continued.

The issue before the court was: had local union 1-424 the legal right of peaceful picketing of the premises of the non-striking company, under the circumstances outlined above?

In the opinion of the court, there is no doubt that the purpose of the picketing of the company's premises was to induce or persuade the employees to quit work; in other words, to break their contract of employment with the company. An attempt to induce or persuade the company's employees to break their contract of employment was *per se* an unlawful act, a tortious act. By this unlawful act, and with this unlawful object, the union was endeavouring to induce and persuade the company's employees, who had voted against the strike following the reports of the Conciliation Board, to go on strike contrary to the provisions of Sections 30 and 33 of the Industrial Conciliation and Arbitration Act (now sections 47 and 50 of the Labour Relations Act).

Section 47 declares that strikes and lock-outs are illegal unless:

(a) The parties to the agreement, or representatives authorized by them in that behalf, have bargained collectively and have failed to conclude a renewal or revision of the agreement or a new collective agreement; and

(b) A Conciliation Officer's recommendations have been sent to the parties as provided in section 29 or the report of the Conciliation Board has been sent to the parties as provided in section 39, and sections 50, 51, and 52 have been complied with.

Section 50 states that no strike shall be authorized unless a strike vote has been taken by secret ballot and the majority of employees voted in favour of a strike.

The employees might have the right to take another vote since no collective agreement had been reached, and, if that vote favoured a strike, to then go on strike; but that was not the situation before the court. As matters stood at that time, a strike on the part of the company's employees would be unlawful, and so the attempt by the union to persuade or induce the employees to commit this unlawful act was unlawful.

Further, Mr. Justice Coady added, if picketing activities were permitted under those circumstances, these employees would be faced with a dilemma—either to cross the picket line (and this might be interpreted by their fellow union members as disloyalty to the union), or not to cross the picket line and to go on strike in breach of the provisions of the Act.

The union, in defending the fact of picketing, relied on Sections 3 and 4 of the Trade Unions Act. Mr. Justice Coady did not think these sections of any assistance to the union under the particular circumstances of the case, where the purpose and act of the defendant union was unlawful *per se*. The purpose of picketing was not to convey information as contemplated by Section 3 but to induce a breach of contract. Nor was there in this particular plant, any labour grievance or trouble, as contemplated by Section 4.

Further, Mr. Justice Coady added that the information displayed on a placard by the local union was not true. That information was as follows: "This operation is on strike I.W.A. C.I.O. C.C.L." But the operation was not on strike, because the employees had voted against a strike. Consequently, the information conveyed was intended to influence the employees to quit work and to deceive the public and to persuade customers against doing business with the company.

In the opinion of the court, the case at bar was clearly distinguishable from *Williams v. Aristocratic Restaurants (1947) Ltd.*

(1951). There the information sought to be conveyed was true; the object or purpose was to further the interests of the union; and while the picketing extended to units other than the unit wherein the labour grievance or trouble arose, the other units were under the same control, operation and ownership as the unit where the trouble

arose; and further, the act of the union was not, *per se*, unlawful.

The ruling of the court was that the injunction against picketing should continue. *Pacific Western Planing Mills Ltd. v. International Woodworkers of America, Local 1-424 et al.* (1958) 14 D.L.R. (2), Part 8, p. 684.

Recent Regulations, Federal and Provincial

Amendments to Unemployment Insurance Regulations prohibit private employment agencies from charging fees. Ontario amends workmen's compensation regulations

Regulations of the Unemployment Insurance Commission, which went into force on January 4, prohibit private employment agencies from charging a fee to workers for finding or attempting to find jobs.

In Ontario, the collective liability section of the Workmen's Compensation Act, previously limited to wholesale store and warehouse employees, was extended to the entire wholesale industry.

FEDERAL

Unemployment Insurance Act

Provisions prohibiting private employment agencies, with certain exceptions, from charging fees for finding jobs were among the amendments to the Unemployment Insurance Regulations gazetted on November 26, to take effect on January 4.

The regulations, which are in accord with the spirit of the International Labour Organization Convention No. 96 of 1949, are intended to prevent the exploitation of unemployed workers who, according to representations made to the Unemployment Insurance Commission, were being charged exorbitant fees by some operators of private employment agencies. They do not prohibit the operation of private employment agencies, nor do they prevent such agencies from charging a fee to employers.

Their main effect is to make it illegal—except in certain specified cases—to charge a fee to workers for placing them in employment. More specifically, they prohibit any person from carrying on any employment agency, bureau, office or service through which, for gain or reward, he procures or offers or attempts to procure employment for anyone in Canada or elsewhere in any profession, business, trade, services or other means of livelihood, or, by advertisement or other means, professes to be able to procure or assist in procuring employment by providing information or otherwise, or provides facilities for securing work for any person.

“Gain or reward” is defined as any payment, consideration, gratuity, or benefit, directly or indirectly charged, demanded, received or collected.

The prohibition against charging fees to workers does not apply to activities connected with procuring work or employment for baby sitters, registered or practical nurses, athletes, performers, lecturers or entertainers, or to other fields of placement exempted by special or general direction of the Unemployment Insurance Commission. Newspapers and other publications are also excluded from the regulations unless published wholly or mainly for the purpose of securing employment for workers.

The use of any sign or other advertising device implying that the employment agency is carried on or operated on behalf of the federal Government, a provincial Government or any other government is expressly forbidden.

To enable the Commission to ascertain whether the regulations are being complied with, fee-charging agencies are now required to keep records showing the following particulars: the name and address of each person seeking employment, vocational guidance or other services; the name and address of each employer to whom a person seeking employment has been referred or who has employed someone recommended by the agency; the name and address of each person from whom a fee was demanded, the amount charged and the nature of the services provided.

These records are to be available for inspection at any reasonable time and are to be kept for a period of three years from the date of a certificate of inspection. The regulations further provide that an inspector may enter any premises that he has reason to suspect are being used in contravention of these regulations and may make such examination and inquiry as he thinks necessary to determine whether the requirements are being complied with.

PROVINCIAL

British Columbia Fire Marshal Act

The regulations under the Fire Marshal Act governing the approval, sale, installation and maintenance of oil-burners and oil-burning equipment and appliances using inflammable liquids as fuel were replaced by new regulations gazetted on October 30 as B.C. Reg. 177/58.

Among other provisions, the regulations provide that no person may sell or install any oil-burner or oil-burning equipment that has not been approved by the Fire Marshal.

Another provision states that no person may offer such equipment for sale unless he has filed with the Fire Marshal a statement showing the name of the manufacturer, together with a certificate of approval from an acceptable authority.

Before giving his approval, the Fire Marshal may require that any oil-burner or oil-burning equipment be submitted to the CSA laboratories for testing and approval.

With certain exceptions, no person may install such equipment without a written permit from the Fire Marshal or his authorized representative.

A fuel oil dealer may not supply oil fuel for use in any oil-burner without seeing that an installation permit has been issued. He must also see that the oil supplied by him is of the grade for which that particular burner or oil-burning equipment has been approved.

British Columbia Hours of Work Act

In British Columbia, the usual Christmas exemption order for the retail industry was gazetted on November 20, permitting retail store employees to work up to two hours in excess of the eight-hour daily limit on any two days during the two weeks ending December 27, 1958.

British Columbia Minimum Wage Acts

The British Columbia Board of Industrial Relations recently rescinded Male and Female Minimum Wage Order No. 8

(1948), an order which set a minimum wage of 80 cents an hour for radio broadcast technicians.

A later order for electronic technicians, No. 7 (1956), continues in effect. This order sets a minimum wage of \$1.50 an hour for electronic technicians, except persons employed on radio broadcast stations.

Ontario Workmen's Compensation Act

The regulations governing the Ontario Workmen's Compensation Board superannuation plan (Reg. 372 of C.R.O.) were amended by O. Reg. 283/58 to bring under the plan employees of two industrial accident prevention associations, the Electrical Utilities Safety Association of Ontario and the Mines Accident Prevention Association of Ontario. The Electrical Utilities Safety Association of Ontario replaces the Electrical Employers' Association of Ontario.

Other accident prevention associations covered by the plan are: Class 20 Accident Prevention Association of Ontario; Construction Safety Association of Ontario; Industrial Accident Prevention Associations; the Lumbermen's Safety Association; the Ontario Highway Construction Safety Association; and the Ontario Pulp and Paper Makers' Safety Association.

The general regulations under the Act (Reg. 371 of C.R.O.) were also amended recently by O. Reg. 288/58, gazetted on November 29.

Among other changes, coverage was extended to all employees in the wholesale industry, effective January 1. Previously, only employees in wholesale stores and warehouses were eligible for benefits.

Some of the first-aid requirements were amended, the regulations now setting out the minimum equipment to be carried on a bus operated on a route other than an urban route.

Changes were also made in Schedule I, which contains the list of industries in which employers are liable to contribute to the Accident Fund, some of the industries being re-defined to conform with the change in coverage mentioned above.

Teaching Experts

(Continued from page 47)

The experts said that it was essential that "pension arrangements permit retirement when the teacher is no longer able to bring to his work the freshness and vitality it requires. Further, only pension arrange-

ments which satisfy this condition will make teaching as attractive as it should be as a lifetime career."

A pension "ought to be regarded as a legal and moral right" and must provide "such protection for retired teachers and their families as to enable them to maintain substantially their former living standards".

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit in October 21 per cent higher than September total and 14 per cent higher than number in October 1957, statistics* show. Average number of beneficiaries during October down slightly from number in September

The number of initial and renewal claims for unemployment insurance benefit in October was 191,215, which was 21 per cent higher than the September total of 157,556 and 14 per cent higher than the 167,363 claims recorded in October 1957.

Claimants for unemployment insurance benefit on October 31 numbered 323,530. This was some 41,000, or 14 per cent, higher than the September 30 total of 282,587. On October 31, 1957, claimants numbered 268,005.

(Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".)

Males account for almost three quarters of the increased volume of claimants over September 30 but comprise only 51 per cent of the 55,500 rise in the number of claimants over October 1957. Males accounted for 70 per cent of the October 31 claimants, almost unchanged from September 30 but four percentage points below the 74 per cent at October 31, 1957.

The count of females on October 31 was 39 per cent above the October 31, 1957 total, that of males only 14 per cent higher.

In slightly less than three-quarters of the initial and renewal claims cleared during October the claimant was considered entitled to benefit. The qualifying ratio was considerably lower for initial than for renewal claims (60 and 92 per cent, respectively), due primarily to the different purpose served by the two types of claim. Initial claims not entitled to benefit numbered 42,220 cases, comprising 32,270 cases of insufficient contributions and 9,950 disqualifications. The failure rate was 31 per cent for October, compared with 26 per cent for September and 24 per cent for October 1957.

*See Tables E-1 to E-4 at back of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

The average weekly number of beneficiaries was estimated at 220,700 during October, down slightly from 224,000 for September but up 24 per cent over the 177,500 estimated for last October.

October benefit payments at \$20,300,000 were only 2 per cent higher than September, but were 24 per cent above the \$16,300,000 paid out during October 1957.

Weekly payments averaged \$20.88 for October, \$21.10 for September and \$20.91 for October 1957.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards have been issued to 4,531,477 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At October 31 employers registered numbered 310,636, an increase of 2,017 since September 30.

Enforcement Statistics

During October, 6,273 investigations were conducted by enforcement officers across Canada. Of these, 4,451 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 85 were miscellaneous investigations. The remaining 1,737 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 186 cases, 87 against employers and 99 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,013*.

Unemployment Insurance Fund

Revenue received in October totalled \$20,283,200.09 compared with \$22,780,-

521.77 in September and \$22,857,359.01 in October 1957. Benefits paid in October totalled \$20,225,925.74 compared with \$19,-813,097.35 in September and \$16,305,464.48 in October 1957. The balance in the fund on October 31 was \$643,934,049.60; on September 30 it was \$643,876,775.25 and on October 31, 1957, \$884,800,516.26.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1587, November 14, 1958

Summary of the Main Facts—The claimant, married, 27 years of age, worked as a part-time stenographer in the western section of a large city for a manufacturer of soft drinks from November 27, 1956, to March 5, 1958, when she voluntarily left because of the lengthy period of time she spent travelling to and from her work since she had moved to the south-east part of the city. Her hours of work were from 1.00 p.m. to 5.00 p.m. five days a week and her salary was \$25.00 a week.

On March 12, 1958, she registered for employment as a stenographer and filed an initial application for benefit, stating that she was available for work from 1.00 p.m. to 5.00 p.m. five days a week. The insurance officer disqualified her for the period from March 9, 1958 to April 12, 1958 on the ground that she had voluntarily left the said employment without just cause (section 60 (1) of the Act).

On April 15, 1958, the claimant filed a renewal application for benefit, which was necessary in that she had not reported to the local office during the period of the aforesaid disqualification. The claim was allowed.

On May 13, 1958, the local office notified the claimant of an offer of full-time steady employment as a stenographer with a firm in the central part of the city, at a salary ranging from \$45.00 to \$55.00 a week. The prevailing rate of pay in the district for that type of work is reported to be from \$50.00 to \$57.00 a week. The hours of work were from 8.30 a.m. to 5.00 p.m., five days a week. She refused to apply for the employment because she was unable to work full-time due to domestic responsibilities. On form 493, an officer of the local

office commented that the claimant's prospects of resuming her usual occupation were "good".

The insurance officer disqualified the claimant from receipt of benefit for the period from May 11, 1958 to June 21, 1958 inclusive because, in his opinion, she had without good cause refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act). He disqualified her also from May 11, 1958 on the ground that she was not available for work because she was restricting her availability to part-time work (section 54 (2) (a) of the Act). He based this latter finding on decision CUB-1290.

The claimant appealed to a board of referees, contending that it was reasonable to believe there were stenographic jobs available with working hours from 1.00 p.m. to 5.00 p.m. inasmuch as when she obtained her previous position through the Unemployment Insurance Commission, she had the choice of accepting that employment or similar part-time work with another employer. She stated also that when she filed her claim for benefit she announced she was available for work only from 1.00 p.m. to 5.00 p.m. and it was not until after she had received benefit for three weeks that she was informed she no longer qualified therefor.

The claimant attended the hearing of her case by a board of referees in Ottawa on June 5, 1958. The board, by a unanimous decision, maintained both disqualifications and disallowed the appeal.

In a memorandum to the insurance officer dated August 13, 1958, the Supervisor of the Women's Division of the local office of the Commission stated that the possibilities of the claimant obtaining work as a part-time stenographer were fair but if she placed restrictions on her availability "it becomes more difficult", that the Women's Division usually had one part-time position

*These do not necessarily relate to the investigations conducted during this period.

on hand and that there were not too many women seeking part-time stenographic work. She added that the officer who completed Form UIC 493 (Report of offer of employment) in respect to the claimant was no longer with the Women's Division.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire, stating, *inter alia*, that the information contained in the record of proceedings was in some respects misleading, especially with regard to the circumstances under which she had left her former job. She stated also that when she expressed in writing her reasons for not accepting the offer of the said full-time employment, she was advised that by so doing she would not jeopardize her entitlement to benefit. She mentioned also that the Unemployment Insurance Commission had found part-time work for her but she had been unsuccessful in obtaining it.

Considerations and Conclusions: In decision CUB-782, the Umpire found that a married woman who had been employed for 12 months on a part-time basis had, after four months of unemployment, refused without good cause to apply for continuing full-time employment. She had done so because of domestic responsibilities, and as the local office had reported that no part-time work was available in the area, the Umpire found also that the claimant had failed to prove that she was available for work.

In that decision also, the Umpire referred to CUB-486, which deals with the case of a married woman who had been employed in a small town (population 3,013) as a part-time waitress for less than four months and, after approximately three months of unemployment, refused full-time employment in the same occupation because of domestic responsibilities. There was evidence that the local office had not had, for some considerable time, any orders for part-time work of the kind which the claimant desired, and she was found to be not available for work. In that decision the Umpire stated "The answer to the question as to whether a claimant may insist upon accepting only work of a pattern similar to that which he previously followed depends upon the length of his unemployment, the possibilities of obtaining work of such a pattern in the district and all the other circumstances of his case."

In the present case, the claimant, who resides in a large city, was employed as a part-time stenographer for 15 months. She had been unemployed for approximately two months when she was offered full-time employment of a continuing nature

in her usual occupation, which she refused to apply for because of domestic responsibilities. The evidence showed that the possibilities of the claimant obtaining work as a part-time stenographer were at least fair and her reason for voluntarily leaving her previous employment was not considered to be restrictive enough to justify a disqualification for non-availability. It seems to me that, under these circumstances, the disqualifications imposed by the insurance officer under sections 59 (1) and 54 (2) (a) of the Act were premature.

I consequently decide that the claimant has shown good cause for refusing to apply for the employment offered and that she has also proved that she was available for work.

The present case must be distinguished from decision CUB-1290, on which the insurance officer based the disqualification for non-availability. In the latter case, an employee, after an idleness of nine months, restricted her employability to part-time employment of a lighter nature than that in which she had been previously engaged. Here, the claimant, after a period of unemployment of two months, was available for part-time work in her customary occupation.

The claimant's appeal is allowed.

Decision CUB-1589, November 14, 1958

Summary of the Main Facts: The claimant worked as a steamfitter foreman for Fred Welsh and Son Limited, Plumbing and Heating Contractors, Vancouver, B.C., from 1952 to April 30, 1958, on which date he lost his employment by reason of a general stoppage of work due to a labour dispute between the employees, represented by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 170, and the Plumbing and Heating Contractors in British Columbia.

On May 1, 1958, he filed an initial application for benefit and the insurance officer disqualified him for the duration of the said stoppage of work (section 63 of the Act).

He subsequently became temporarily employed as a steamfitting instructor at the Vancouver Vocational Institute, Vancouver, B.C., for the period June 12, 1958 to July 31, 1958, as the permanent steamfitting instructor was on vacation. The work consisted of teaching apprentices during day classes.

On July 31, 1958, the claimant filed a renewal application for benefit. The insurance officer, however, was of the opinion that notwithstanding the latter-mentioned

temporary employment the claimant had failed to prove that he had become *bona fide* employed elsewhere in his usual occupation or that he had become regularly engaged in some other occupation and therefore the disqualification imposed under section 63 of the Act continued in effect.

The claimant appealed to a board of referees, contending that the employment as an instructor in steamfitting was in his usual occupation and was one to which his union had referred him because of his previous experience in teaching. He said also that he had been instructing at night school sessions in steamfitting for the past two years.

The board of referees heard the case in Vancouver, B.C., on September 9, 1958. The claimant and the assistant business agent of the union were present at the hearing and gave evidence. During the course of the hearing it was stated that the temporary position which the claimant took at the Vancouver Vocational Institute was not created specially for the emergency but was part of a regular course of instruction for apprentices of the aforementioned union; that the union was regularly called upon to supply instructors for this course; that the class the claimant was teaching had been in existence prior to his temporarily substituting for the regular instructor who was on vacation. It was further contended by the claimant and the union representative that he, the claimant, had previously been retained as an instructor and that he was to be again employed at the fall and winter night classes which were about to commence at the Institute. The board, after reviewing the Umpire's decisions to which it had been referred by the insurance officer, *viz.*, CUB-478 as well as CUB-1148, and having taken into consideration the evidence produced at the hearing, was of the unanimous opinion that the claimant was entitled to relief from disqualification under section 63 (1) (b) of the Act and that he became regularly engaged in an occupation so close to his own as for all practical purposes to be the same. The board, therefore, allowed the appeal and terminated the disqualification as of July 27, 1958.

The insurance officer appealed to the Umpire, stating, *inter alia*, that although he agreed with the board of referees that the claimant's employment was "*bona fide*" as this term is explained in decision CUB-1148, he contended that the board erred in deciding it was "in the occupation which the claimant usually follows" and while there was no clear guidance on this point in Canadian jurisprudence, he drew attention to jurisprudence laid down in certain

British decisions in support of his argument. He submitted that the nature of the claimant's usual occupation as steamfitter foreman on construction projects was substantially different from that of an instructor in a trade school and the general similarity arising out of the subject matter involved (steamfitting) does not make these two occupations the same. He maintained, that even though the claimant had been employed in the past two years as an instructor of evening classes and expected to continue in the same capacity this year it does not follow that the occupation he usually follows is that of instructor, inasmuch as he was performing this work in the past as a spare-time job while he was carrying on his regular occupation.

Considerations and Conclusions: The record shows that, during the stoppage of work, the claimant, whose usual occupation was that of a steamfitter foreman, secured employment as a steamfitter instructor from June 12 to July 31, 1958, that is, during the temporary absence of the permanent instructor.

The insurance officer has submitted in his appeal that the nature of the occupation of steamfitter foreman on construction projects appeared to be "substantially different" from that of a steamfitter instructor in a trade school, but he has not explained in what respects and to what extent he considered that the two occupations substantially differed.

On the other hand, the board of referees were of the unanimous opinion that the claimant had become regularly engaged in an occupation so close to his own as for all practical purposes to be the same.

My own view of the matter is that the claimant was using the same skill sometimes as a steamfitter foreman and sometimes as a steamfitter instructor and that nothing in the evidence indicates that one occupation was substantially different from the other. It is at least doubtful if any essential difference existed and I am therefore prepared to resolve any such doubt in favour of the claimant.

The insurance officer has submitted also, and I agree, that the claimant's employment as a steamfitter instructor was *bona fide* employment according to the jurisprudence established in CUB-1148. As a matter of fact, the evidence shows that the claimant's employment as a steamfitter instructor was under a contract of service and that, even though it was temporary, it was nevertheless undertaken in good faith and not for the purpose of evading disqualification.

(Continued on page 74)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November

Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 168 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 225 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	66	\$ 278,260.00
Post Office	12	171,477.51
St. Lawrence Seaway Authority	1	139,488.60

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of \$6,666.97 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 190 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Newport Corners N S: Windsor Construction Co Ltd, construction of housing units. *Shearwater N S:* Fundy Construction Co Ltd, construction of masonry school. *Valcartier P Q:* Tri-Bec Inc, installation of electrical distribution system for school & housing units. *Clinton Ont:* Frank van Bussel & Sons, construction of extension to school. *Petawawa Ont:* Robertson-Yates Corp Ltd, construction of school; Dell Construction Co, construction of housing units. *Toronto Ont:* Hurley Gregoris Construction, construction of row housing units & semi-detached units at Lawrence Heights. *Aldergrove B C:* Greenall Bros Ltd, construction of housing units. *Belmont Park B C:* Farmer Construction Ltd, construction of housing units & services.

Department of Citizenship and Immigration

Pointe Bleue Indian Agency Que: Ludger Lepage et Fils Ltee, construction of superintendent's office. *James Bay Indian Agency Ont:* Pulsifer Construction Ltd, roof repairs to Moose Fort IRS. *Sault Ste Marie Indian Agency Ont:* Farquhar Construction Ltd, erection of prefabricated one classroom school, Serpent River Indian day school, Cutler. *Nelson River Indian Agency Man:* Emery Bros Ltd, construction of power plant bldg & installation of diesel electric generating equipment at Oxford House Indian day school; Emery Bros Ltd, construction of power plant bldg & installation of diesel electric generating equipment at Split Lake Indian day school. *Touchwood Indian Agency Sask:* Humphrey Aluminum Window Co, supply & installation of new storm sash & screens, Muscowequan IRS. *Athabasca Indian Agency Alta:* Edmonton Construction Ltd, erection of clerk's residence at Fort Chipewyan. *Blood Indian Agency Alta:* Thos Koziak, construction of teacher's residence, St Paul's IRS. *Saddle Lake Indian Agency Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of Indian day school, residence & water supply & sewage disposal system, Goodfish Lake Indian Reserve. *Babine Indian Agency B C:* Stewart & Slade Construction Co Ltd, construction of Indian day school, power house & teacher's residence. *Cowichan Indian Agency B C:* Moore Electric, rewiring of Kuper Island IRS; R H Ormond (1953) Ltd, improvements to bathroom facilities, Kuper Island IRS.

Defence Construction (1951) Limited

Summerside P E I: Canadian National Railways, *construction of railway spur to serve bulk fuel storage compound. *Dartmouth N S:* Cameron Contracting Ltd, supply & erection of prefabricated steel bldg & installation of antennae masts & power supply, Hartlan Park; Construction Equipment Co Ltd, supply, fabrication & installation of steel

docking float, RCNAD; A D Ross & Co Ltd, erection of transformer sub-station, etc. *Greenwood N S*: Bedard-Girard Ltd, modifications to primary power distribution system, RCAF Station. *Halifax N S*: C F Cox Ltd, re-roofing of barrack block "A", HMCS "Stadacona". *Chatham N B*: Wheaton Construction Co Ltd, construction of extension to aircraft parking ramp, RCAF Station. *Barriefield Ont*: L M Welter Ltd, drainage of power & communication manholes, RCEME area. *Camp Borden Ont*: Barclay Construction Ltd, construction of sgts' quarters & mess & outside services. *Cobourg Ont*: Con-Eng Contractors Ltd, construction of combined all ranks quarters, mess, cafeteria bldg, & outside services. *Kingston Ont*: T A Andre & Sons Ltd, construction of skating rink bldg, RMC. *Petawawa Ont*: M J Sulpher & Sons Ltd, erection & finishing of steel prefabricated garage, RCE; M Sullivan & Son Ltd, construction of fire hall & outside services. *Rockcliffe Ont*: Alex I Garvock Ltd, construction of canteen bldg & outside services, RCAF Station. *Uplands Ont*: Ruliff Grass Construction Co Ltd, construction of extension to sewage treatment plant, well pumphouse, sewage pumping station, storm & sanitary sewers, RCAF Station. *Churchill Man*: Bird Construction Co Ltd, construction of bldgs, Air Force Refuelling Base. *Camp Shilo Man*: Borger Bros Ltd, improvements to water distribution system.

Building and Maintenance

Valcartier P Q: Tri-Bec Inc, renovations to electrical distribution system. *Vancouver B C*: City Construction Co Ltd, widening & paving of access lanes in PMQ's area.

Department of Defence Production

Sydney N S: Martell's Construction Ltd, asphalt paving of roads, driveways & parking areas, RCAF Station. *Bouchard P Q*: Blainville Welding & Supply Inc, supply & installation of feedwater deaerating heater at Military Camp. *Farnham P Q*: Jean Louis Cleroux Excavation, surface drainage, Military Camp area. *Quebec P Q*: Henri Herbert Inc, re-roofing of RC Chapel, La Citadelle. *Westmount P Q*: Atlas Flooring Co, installation of hardwood flooring, Armoury Drill Hall. *Kingston Ont*: Foley Construction Ltd, renewal of sidewalks, curbs, gutters, catchbasins & rainwater leaders, Bldg B2, Artillery Park, CASC. *Esquimalt B C*: Farmer Construction Ltd, construction of office within Bldg No 27, HMC Dockyard. *Vancouver B C*: Floormat Ltd, resurfacing asphalt tile floors in corridors & on stairways of Bldg No 104, North Jericho.

National Harbours Board

Montreal P Q: Dominion Bridge Co Ltd, widening upstream side of Jacques Cartier Bridge; A Janin & Co Ltd, construction of Gallery 555 & extension to Gallery 48.

Department of National Revenue

Windygates Man: G L Holmes, construction of office bldg & alterations to existing bldg. *Elmore Sask*: F A France Construction Co, construction of customs-excite residence & garage.

Department of Public Works

Bell Island Nfld: Gulf Maritime Construction Ltd, construction of wharf extension & shed. *Garnish Nfld*: George T Dixon Ltd, construction of post office. *Port Rexton Nfld*: John R Piercey, construction of post office. *Port Saunders Nfld*: Spracklin & Reid Ltd, construction of RCMP detachment quarters. *Spaniard's Bay Nfld*: Mark Gosse & Sons Ltd, construction of post office. *Terra Nova National Park, Nfld*: Canadian Machinery & Industry Construction Ltd, construction of South West Brook concrete arch culvert, mile 2.3 & Salton's Brook concrete arch culvert, mile 4.6, Trans-Canada Highway; Grant Mills Ltd, construction of Big Brook Creek Bridge, mile 7.6 & Bread Cove Brook arch culvert, mile 12.0. *Antigonish N S*: M C Campbell & D J Grant, general repairs to federal bldg. *Arrow Point N S*: Duncan A MacIsaac, breakwater repairs. *Bailey's Brook N S*: Joseph Almon, harbour improvements. *Brooklyn N S*: Acadia Construction Ltd, construction of post office. *Chapel Cove N S*: L G & M H Smith Ltd, groyne repairs. *Chester (Back Harbour) N S*: Mosher & Rawding Ltd, construction of wharf. *Chester Basin N S*: Mosher & Rawding Ltd, wharf reconstruction. *Clarkes Harbour N S*: Mosher & Rawding Ltd, breakwater improvements. *Dennis Point N S*: Colin R MacDonald Ltd, harbour improvements. *Digby N S*: Vernon C Woodworth, construction of federal bldg. *Eastern Passage N S*: Continental Construction Co Ltd, levelling of breakwater. *Finlay*

Point N S: M C Campbell & D J Grant, breakwater repairs. *Forbes Point N S*: Shelburne Contracting Ltd, breakwater extension. *McKay's Point N S*: MacDonald, MacDonald, MacDonald & MacDonald, wharf construction. *Middle Musquodoboit N S*: Owen Fisher, construction of post office. *Newport N S*: Harry Hines, construction of post office. *Pictou N S*: Mosher & Rawding Ltd, repairs to pier (Pier C). *Port Morien N S*: M C Campbell Construction Co Ltd, breakwater reconstruction. *Rose Bay N S*: Colin R MacDonald Ltd, construction of wharf. *St. Catherine's River N S*: Mosher & Rawding Ltd, breakwater extension. *South Side (Donald's Head) N S*: Shelburne Contracting Ltd, sea wall repairs (rock talus). *Waterville N S*: Avon Construction Co Ltd, construction of post office. *Bristol N B*: Steele & Co Ltd, construction of post office. *Canterbury N B*: Coronet Paving Ltd, construction of post office. *Edmundston N B*: Guay Construction Co Ltd, construction of RCMP detachment quarters. *Fredericton N B*: Maritime Waterproofing & Contracting Co Ltd, repairs to stonework, re-pointing & flashing work, federal bldg. *Harvey Station N B*: Steel & Co Ltd, construction of post office. *Lorneville N B*: Fundy Contractors Ltd, harbour improvements. *Norton N B*: MacPherson Builders Ltd, construction of post office. *St. Andrews N B*: Diamond Construction (1955) Ltd, construction of wharf, landing & concrete walls. *Saint John N B*: C B George Ltd, construction of parking areas, Lancaster Hospital. *Salisbury N B*: MacPherson Builders Ltd, construction of post office. *Baie des Sables P Q*: J Israel Masse, construction of protection wall. *Bonaventure Island P Q*: J E Keays, construction of landing extension. *Contrecoeur P Q*: P Baillargeon Ltee, construction of retaining wall. *East Broughton P Q*: Herve Lessard & Siegfroid Labrecque, construction of post office. *Hebertville P Q*: J A Simard, construction of post office. *Lac au Saumon P Q*: Arthur Morin, construction of post office. *Lauzon P Q*: Antonio Bureau Inc, installation of aluminum windows, Champlain Dry Dock; Roland Dumont, construction of concrete wall, Champlain Dry Dock. *Montreal P Q*: Connolly & Twizell (Sprinklers) Ltd, installation of sprinkler system in Postal Station "G". *Port Daniel P Q*: J W Journeaux, construction of protection wall. *Riviere aux Rats P Q*: Ferdinand Germain, wharf repairs. *Ruisseau Leblanc P Q*: Adeodat Poirier, wharf repairs. *Ste Agathe des Monts P Q*: Henri Louis Martel, construction of wharf. *St Ambroise P Q*: J A Simard, construction of post office. *Ste Anne de Bellevue P Q*: Eureka Construction Inc, addition & alterations, federal bldg. *St Charles Sur Richelieu P Q*: P Baillargeon Ltee, construction of protection works. *St Coeur de Marie P Q*: Alberic Boivin, construction of slipway. *St Denis Sur Richelieu P Q*: P Baillargeon Ltee, construction of protection works. *St Ours P Q*: Vadeboncoeur Construction Inc, construction of protection wall. *St Paul L'Ermite P Q*: J R Robillard Ltd, restoration of No 1 Hostelry. *St Sulpice P Q*: Emilien Lafortune,, construction of wharf extension. *Shawinigan P Q*: C Jobin Ltee, construction of federal bldg. *Ayton Ont*: Telford Gerhardt, construction of post office. *Grand Bend Ont*: Dean Construction Co Ltd, harbour improvements (steel sheet pile wall). *Hanmer Ont*: Foundation Co of Ontario Ltd, construction of post office. *Hastings Ont*: Evan S Martin Construction Ltd, construction of post office. *Kingston Ont*: T L Smith Construction Co Ltd, alterations & repairs, Old Post Office Bldg. *Midland Ont*: Dishar-Farrand Ltd, resurfacing of government wharf. *Ottawa Ont*: Delphis Cote Ltd, re-roofing of Nos 2 & 3 Temporary Bldgs; Edge Ltd, installation of additional distilled water & gas outlets on laboratory benches, Laboratory of Hygiene, Tunney's Park; J E Copeland Co Ltd, construction of Commonwealth Air Force Memorial, Green Island; George A Crain & Sons Ltd, construction of Post Office Department Administration Bldg, Riverside Drive; Sanco Ltd, interior cleaning, Trade & Commerce Bldg; L Beaudoin Construction Ltd, alterations to wash-room, Centre Block, Parliament Bldgs; J E Copeland Co Ltd, alterations, RCMP Headquarters Bldg; Gillen Engineering & Construction Ltd, construction of implement & nursery storage bldg, Central Experimental Farm; L Beaudoin Construction Ltd, general repairs, National Research Council Bldg; J E Copeland Co Ltd, exterior alterations, repairs & painting, Jackson Bldg & Annex; Shore & Horwitz Construction Co Ltd, construction of sound equipment room and booth for translators, House of Commons, Parliament Bldgs. *Otterville Ont*: Gilvesy Construction Ltd, construction of post office. *Port Bruce Ont*: Dean Construction Co Ltd, repairs to retaining wall. *Sutton (Black River) Ont*: Simcoe Dock & Dredging Ltd, reconstruction of training wall, Stage II. *Thornbury Ont*: Carman Lougheed, construction of post office. *Toronto Ont*: Louis Donolo (Ontario) Ltd, addition & alterations, Postal Station "Q"; Willard & Bluj, painting & plaster repairs, Prudential House. *Wyoming Ont*: Shetler Construction Ltd, construction of post office. *Gladstone Man*: G Peterson Construction, construction of RCMP detachment quarters. *Winnipeg Man*: Fraser Construction Co Ltd, construction of NCO's married quarters. *Frobisher Sask*: Weyburn Builders & Supplies Ltd, construction of post office. *Meadow*

Lake Sask: Olaf Lidfors, construction of RCMP detachment quarters. *Watson Sask:* Little-Borland & Co Ltd, construction of post office. *Calgary Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of postal terminal. *Carway Alta:* Standard Gravel & Surfacing of Canada Ltd, paving Customs & Immigration port of entry. *High River Alta:* Oland Construction Ltd, construction of addition, federal bldg. *Lac La Biche Alta:* Jacob Brost, construction of RCMP detachment quarters. *Esquimalt B C:* Victoria Pile Driving Co Ltd, reconstruction of motor launch floats; Victoria Pile Driving Co Ltd, reconstruction of floats, HMC "Naden". *Ganges B C:* Peerless Contracting Ltd, construction of RCMP detachment quarters. *Kincolith B C:* Pacific Pile Driving Co Ltd, construction of approach & floats. *New Westminster B C:* Fred Welsh & Son Ltd, addition to ventilation system, federal bldg. *100 Mile House B C:* Howe Construction Co Ltd, construction of RCMP detachment quarters. *near Penticton B C:* Sorensen Construction Co Ltd, construction of radio astronomy station. *Prince Rupert (Sourdough Bay) B C:* Eby & Sons Ltd, boat grid construction. *Sointula (Rough Bay) B C:* Granby Construction & Equipment Ltd, breakerwork construction. *Vancouver B C:* V B Johnson, landscaping, Forest Products Laboratory, UBC; Mott Electric Ltd, electrical extension, False Creek Fishing Harbour. *Victoria B C:* Old Country Decorators Ltd, interior & exterior painting & repairs, federal bldg. *Wellington B C:* W J Dick Construction, construction of post office. *Winter Harbour B C:* Fraser River Pile Driving Co Ltd, float repairs. *Cambridge Bay NWT:* Barry Sheet Metal Co Ltd, plumbing & heating installation in school & two houses. *Fort McPherson NWT:* Yukon Construction Co Ltd, heating & plumbing installation in various residences. *Fort Resolution NWT:* Yukon Construction Co Ltd, heating & plumbing work at school, teacherage & RCMP married quarters.

Contracts Containing the General Fair Wages Clause

Halifax N S: C C McDonald, installation of water tank, federal bldg. *Yarmouth N S:* Rodney Construction Ltd, construction of fence, federal bldg. *Matane Harbour P Q:* Cote & Demers, dredging. *Montreal P Q:* J J Shea Ltd, alterations at 150 St Paul St. *Val D'Or P Q:* Desrochers & Lamothe, alterations to federal bldg. *Frenchman's Bay Ont:* Simcoe Dock & Dredging Ltd, dredging. *Hanover Ont:* Louis Eckensweiller, plaster repairs, federal bldg. *Lindsay Ont:* L T Braunton & Co, basement repairs, federal bldg. *Ottawa Ont:* Capital Tile & Flooring, laying linoleum, No 5 Temporary Bldg; Unida Plumbing & Heating Ltd, installation of hot water system, No 6 Temporary Bldg; G R Hemming, electrical repairs, Forest Laboratory, Montreal Road; Rene Cleroux, plumbing repairs, 238 Sparks St; Rene Cleroux, plumbing repairs, Rideau Hall; Fournier Van & Storage, moving departments from Jackson Bldg; Fred Guy & Son, moving departments from Jackson Bldg; Jas C Curry Ltd, moving departments from Jackson Bldg; Leopold Beaudoin Construction Ltd, repairs to step, Centre Block; J H Lock & Sons Ltd, installation of refrigeration units, Victoria Museum; James Paterson & Son, renovations to "A" bldg, Cartier Square; Roy Soderlind & Co Ltd, installation of air conditioning unit, "B" bldg, Cartier Square; Rene Cleroux, plumbing work, Laboratory, Tunney's Park; H G Francis & Sons Ltd, installation of additional strainer, Fuel Testing Laboratory; M Sullivan & Son Ltd, alterations to Veterans Memorial Bldg; Shore & Horwitz Construction Co, roof repairs, Garland Bldg; F G Bowie & Sons Ltd, installation of new light fixtures, Parliamentary Library; Leopold Beaudoin Construction Co, construction of catwalks, Centre Block, Parliament Bldg; Trudel & McAdam Ltd, installation of foot scrapers, Veterans Memorial Bldg; Andrews Bros Construction Ltd, alterations to Norlite Bldg. *St Clair River Ont:* Whalen Bros, dredging. *Sault Ste Marie Ont:* George Stone & Sons, alterations to old federal bldg. *Woodstock Ont:* Brock L Snell, lighting improvements, federal bldg. *Emerson Man:* Red River Construction Co, extension of water lines, Customs Bldg. *Saskatoon Sask:* Wheaton Electric, installation of block heater outlets, Agriculture Laboratory. *Fraser River (Morey Channel) B C:* Sagra Shipping & Towing Ltd, dredging. *Thetis-Kuper Islands B C:* Gilley Bros Ltd, dredging. *Whitehorse Y T:* Yukon Sheet Metal Works, installation of air filters, federal bldg.

The St. Lawrence Seaway Authority

Lachine Section P Q: J G Fitzpatrick Ltd, second stage construction, Montreal South sewage pumping station; Edouard Monette Ltd, drainage works, Municipality of Caughnawaga. *Soulanges Section P Q:* McNamara (Que) Ltd, construction of snubbing wharf, Upper Beauharnois Lock. *International Rapids Section Ont:* C A Pitts Contractor Ltd, excavation, Cornwall Island North Channel & completion of Regulating Channel, International Rapids Section; C A Pitts Contractor Ltd, construction of base of pier 6S, Cornwall Island, North Channel Bridge; Harvey Construction Co Ltd, construction of

dyke closure across abandoned Gallop Canal, Iroquois Lock. *Welland Ship Canal Ont:* J P Porter Co Ltd, *supply & operation of dredging plant—Station 710+00 to 1231+00.

Department of Transport

Moncton N B: Alderice J & J Alfred Bourque, construction of VOR bldg & related works. *Ellis Bay (Anticosti Is) P Q:* Arthur Lafontaine & Fernand Belanger, construction of power house. *Father's Point P Q:* Adrien Berube, construction of garage. *Grindstone (Magdalen Is) P Q:* Alderice J & J Alfred Bourque, construction of remote transmitter bldg & related work. *House Harbour P Q:* North Shore Construction Co Ltd, additional airport development. *Montreal P Q:* The Highway Paving Co Ltd, resurfacing of entrance roadways, Airport. *West Point (Anticosti Is) P Q:* Arthur Lafontaine & Fernand Belanger, construction of power house. *Malton Ont:* Peacock & McQuigge Ltd, bulk excavation & site drainage, Air Terminal Bldg, Toronto International Airport. *Windsor Ont:* F J Fitch, cleaning, air terminal bldgs, Airport. *Brandon Man:* Lamb & Murray, construction of lighting facilities, Airport; Wirtanen Electric Co Ltd, installation of airport lighting facilities. *Neepawa Man:* M Dunsmore, construction of dwelling & related work, Airport. *Regina Sask:* W C Wells Construction Co Ltd, construction of air terminal bldg & related work, Airport. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, additional airport development; D L Guthrie Construction, construction of non-directional beacon bldgs & related work, Third Lake & Crossfields. *Lethbridge Alta:* Wirtanen Electric Co Ltd, construction of high intensity runway & approach lighting, Airport. *Carmi B C:* Howe Construction Co Ltd, construction of transmitter bldg. *Smithers B C:* Stange Construction Co Ltd, construction of transmitter bldg, Airport. *Aklavik NWT:* Bird Construction Co Ltd, prefabrication, erection & construction of seven bldgs.

Railway Board of Adjustment

(Continued from page 57)

The company stated that its view was that, with its right to operate the way-freight assignment in the manner it had since 1953, and considering that the combined legs of the run brought it outside the scope of the road switcher rule, the claim of the employees was unfounded.

The contention of the employees was sustained.

Case No. 711—Dispute between the Canadian Pacific Railway (Eastern Region) and the Brotherhood of Railroad Trainmen concerning the claim of a conductor for 25 minutes final terminal time for time spent completing reports and making cash remittance after arrival at the terminal.

A conductor on the Toronto-Montreal run claimed 25 minutes final terminal time on three dates to cover completion of his

reports and the making out of his cash remittances after the train's arrival at Montreal.

The company denied the claim on the ground that this work constituted part of the normal duties of a conductor, and, further, that the article of the agreement under which the claim was made does not apply to conductors because conductors were given a wage adjustment in 1929 that, in effect, "included compensation for performing this type of service as part of their regular duties".

The Brotherhood countered with the argument that the 1929 wage increase had no bearing on the rule in the agreement, which was negotiated 25 years later and became effective in 1954.

The Board sustained the employees' contention.

Recent Plans Give Right to Postpone Retirement Till 68

Several union-negotiated pension plans under which an employee can claim a full-scale pension at age 65, but which also give him the right to defer his retirement to age 68, have recently been introduced in Canadian industry, according to William M. Mercer Limited.

Denis George, an actuarial expert with the company, noted that "from the employee's point of view" medical science has so advanced in recent years that men aged 65 are still both physically and mentally fit.

"The abrupt change from active employment to idle retirement," he said, "is one which can cause a severe mental disturbance. No preparation for retirement can completely overcome this disturbance."

STRIKES AND LOCKOUTS

November 1958

During November, 25,398 workers in Canada were involved in 49 work stoppages resulting in a time loss of 257,525 man-days. Although the number of work stoppages remained almost unchanged from the previous month, the number of workers involved decreased by approximately 15,000 and the number of man-days lost by more than 550,000*.

These substantial declines were mainly due to the termination, at the beginning of November, of two large work stoppages: the strike of 8,000 steelworkers in Hamilton and the dispute involving 15,000 construction workers in Toronto. During November, the strike of 11,000 workers employed by the International Nickel Company of Canada in Sudbury and Port Colborne caused more than two thirds of the total time loss for the month.

Of the 49 work stoppages in progress during November, 19 involved 100 or more workers. Seven of the 19 larger work stoppages started prior to November and three of these were still in progress at the end of the month. Of the 12 larger stoppages that started during November, seven were still in progress at the end of the month.

* Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the numbers of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during November 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

In November, time loss was again unevenly distributed among Canada's provinces. More than three quarters of the total number of man-days lost during the month was recorded in Ontario, and the strike of 11,000 Inco employees caused more than four fifths of the total time loss in the province. In Nova Scotia, where work stoppages resulted in a time loss of over 16,000 man-days, a settlement was reached leading to the termination on November 20 of the year-long strike of quarry workers in Wentworth and Hantsport.

Work stoppages were also reported from many other provinces but in none of these did the number of man-days lost exceed the 15,000 mark.

Table 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, NOVEMBER, 1958.

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Logging	2	395	4,650
Mining	7	13,034	193,570
Manufacturing .	23	10,327	44,495
Construction ...	6	880	9,205
Transportation .	8	667	3,990
Trade	3	95	1,615

Table 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, NOVEMBER, 1958.

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Nova Scotia	7	1,709	16,600
Quebec	9	1,570	13,190
Ontario	19	20,064	208,645
Manitoba	1	80	160
Alberta	2	399	7,690
British Columbia	10	1,486	10,700
More than one province	1	90	540

Decisions of Umpire

(Continued from page 67)

I therefore decide that the claimant has become *bona fide* employed elsewhere in the occupation which he usually follows

within the meaning of section 63 (1) (b) of the Act.

The insurance officer's appeal is dismissed.

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1958

A 0.8-per-cent decrease in the food index resulted in a decline of 0.1 per cent in the consumer price index (1949=100), from 126.3 to 126.2, between the beginning of November and the beginning of December 1958*. It was the first drop in the index since July 1958; but the December index is still 2.5 per cent above the level a year earlier.

Each of the other four group indexes recorded some upward movement.

The decline of 0.8 per cent in the food index, from 123.2 to 122.2, occurred as sharply lower prices were reported for eggs, oranges and grapefruit, and lesser price declines for pork, chicken, bananas and canned fruits. Beef prices averaged 3 cents per pound higher and increases were also recorded for fresh vegetables, apples and butter.

The shelter index increased 0.1 per cent from 139.8 to 139.9, as both the rent and home-ownership components advanced slightly. The clothing index also rose a fractional 0.1 per cent, from 110.4 to 110.5, as a scatter of minor price changes occurred, some of which were price increases from previous month's sale prices.

The household operation index increased 0.4 per cent from 121.5 to 122.0, reflecting mainly the effect of recent increases in telephone rates in eastern Canada. Prices were also higher for laundry, dry cleaning and household supplies.

The other commodities and services index rose 0.2 per cent from 133.1 to 133.4, largely as a result of higher street car and bus fares in West Coast cities.

The index one year earlier (December 1957) was 123.1. Group indexes on that date were: food 118.8, shelter 136.7, clothing 109.9, household operation 120.6, and other commodities and services 128.4.

City Consumer Price Indexes, November 1958

Consumer price indexes (1949=100) rose in eight of the ten regional cities between the beginning of October and November 1958†. Increases ranged from a fractional 0.1 per cent in Ottawa to 0.6

per cent in Vancouver. Indexes in both St. John's and Saskatoon-Regina recorded slight declines of 0.1 per cent.

Food indexes showed mixed results as they rose in four cities but declined in the other six regional cities. The shelter index rose in six regional cities but remained unchanged in the other four. Clothing indexes, reflecting in some cities the movement from previous month's sale prices, were up in six cities, unchanged in three cities and declined in St. John's. Household operation indexes moved up in seven cities, declined in two and remained unchanged in Edmonton-Calgary. The other commodities and services indexes rose in all ten regional cities mainly as a result of initial pricing of 1959 passenger cars.

Regional consumer price index point changes between October and November were as follows: Vancouver +0.8 to 127.5; Halifax +0.6 to 124.3; Montreal +0.6 to 127.2; Saint John +0.5 to 126.7; Toronto +0.5 to 129.4; Winnipeg +0.3 to 123.8; Edmonton-Calgary +0.3 to 122.7; Ottawa +0.1 to 126.5; St. John's -0.1 to 112.6†; Saskatoon-Regina -0.1 to 123.0.

Wholesale Price Index, November 1958

Canada's general wholesale price index (1935-39=100) rose 0.7 per cent between October and November, moving from 226.9 to 228.5. As well as being the largest increase between these two months since 1950, this marks the highest point the index has reached since April 1957, when it also stood at 228.5.

Six of the eight major groups advanced, one declined and one remained unchanged. The non-ferrous metals group increased 2.8 per cent from 169.5 to 174.2. (This represents an increase of 3.4 per cent since November 1957, when the index stood at 168.4). Iron products moved 1.2 per cent higher from 252.0 to 255.1, the vegetable products group increased 1 per cent from 196.9 to 198.8, animal products showed an upward movement for the first time since May, moving from 245.8 to 247.5, an increase of 0.7 per cent, the textiles group index rose 0.2 per cent to 227.4 from 227.0, and the chemicals index advanced 0.3 per cent to 184.4 from 183.8.

†On base June 1951=100.

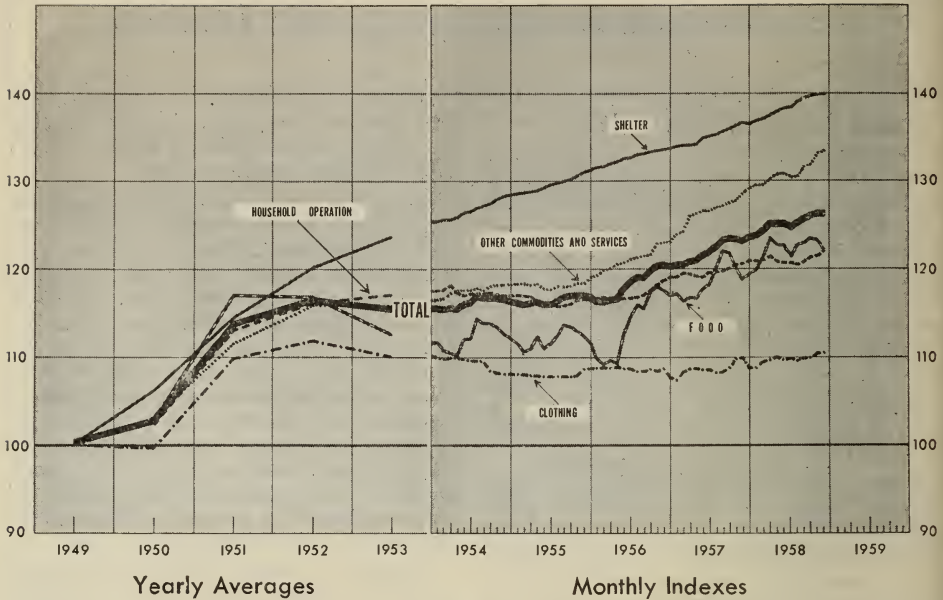
*See Table F-1 at back of book.

†See Table F-2 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Wood products was the only group index to register a downward movement in November, easing 0.2 per cent to 299.3 from 299.8.

Non-metallic minerals as a group remained at 188.2.

The index of Canadian farm product prices rose fractionally between October and November, from 211.8 to 212.1. The eastern index dropped from 228.2 to 227.2, but the western total rose from 195.5 to 197.0.

The index of field product prices rose from 154.4 to 155.2, that of animal products declined slightly from 269.3 to 269.1.

The residential building materials price index (1949=100) was unchanged at 127.8 between October and November. The non-residential building materials price index rose 0.7 per cent, from 129.8 to 130.7.

U.S. Consumer Price Index, November 1958

The United States consumer price index (1947-49=100) rose again in November

after a three-month period of stability. Between mid-October and mid-November it rose 0.2 per cent to 123.9 the peak established in July 1958. At mid-August it had dropped to 123.7, where it remained through September and October.

The increase resulted mainly from the prices of 1959 automobiles, although prices of most other things rose, too. The only noteworthy declines were in gasoline and pork.

The U.S. index a year earlier—November 1958—was 121.6.

U.K. Index of Retail Prices, October 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose a full point, from 108.4 to 109.4, between mid-September and mid-October 1958. It was the largest increase since June, when the rise was also one full point. One year earlier (October 1957) the index stood at 107.1.

The rate of increase of West Germany's labour force is slowing down since fewer young people are leaving school because of the low birth rate in the war years. Increases in the labour force are provided for the most part by refugees from the Soviet Zone.

* * *

At the end of 1957, there were 36,890 persons employed by insurance companies in Canada. Of these, 22,500 were men and 14,390 women. Of the total, 22,710 were engaged on administrative work, while 14,180 were field representatives.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**. List No. 124

Annual Reports

1. CANADA COUNCIL. *First Annual Report to March 31, 1958*. Ottawa, 1958. Pp. 70.
2. FIJI. DEPARTMENT OF LABOUR. *Annual Report for the Year 1957*. Suva, Government Press, 1958. Pp. 18.
3. FRONTIER COLLEGE. *Annual Report for 1957, with 1958 Supplement*. Toronto, 1958. Pp. 14.
4. GREAT BRITAIN. COUNCIL ON PRICES, PRODUCTIVITY AND INCOMES. *Second Report, August 1958*. London, H.M.S.O., 1958. Pp. 39.
5. NATIONAL JOINT INDUSTRIAL COUNCIL FOR THE FLOUR MILLING INDUSTRY. *Thirty-Eighth Annual Report, 1956-57*. London, 1958. Pp. 68.
6. NEW YORK (STATE). COMPTROLLER. *Thirty-Seventh Annual Report of the Comptroller on the Operation of the State Employees' Retirement System Together with the Report of the Actuary on the Thirty-Seventh Annual Valuation of its Assets and Liabilities as of March 31, 1957*. New York, 1958. Pp. 90.

7. NEW ZEALAND. REHABILITATION BOARD. *Report for the Year ended 31 March 1958*. Wellington, Government Printer, 1958. Pp. 21.

8. UGANDA PROTECTORATE. LABOUR DEPARTMENT. *Annual Report for the Year ended 31st December, 1957*. Entebbe, Government Printer, 1958. Pp. 87.

9. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labor Legislation, October 16, 1956, December 31, 1957*. Washington, G.P.O., 1958. Pp. 144.

Automation

10. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Automation and Major Technological Change; Collective Bargaining Problems. Papers presented at a Conference held under the Auspices of the Industrial Union*

Department, AFL-CIO, April 22, 1958, Washington, D.C. Washington, 1958. Pp. 45.

Partial Contents: The Impact of Automation on Wages and Working Conditions in Ford-UAW Relationships, by Ken Bannon and Nelson Samp. Job and Income Security in Railway Mergers and Abandonments, by Eli Oliver. The Impact of Automation and Technological Change on Wages, Hours of Work and the Economy in General, by Elmer J. Maloy. An Approach to Wage Incentive Problems associated with Major Technological Changes in the Rubber Industry, by Joseph Childs and Ralph H. Bergmann.

11. CANADIAN LABOUR CONGRESS. RESEARCH DEPARTMENT. *Report to the Executive Council on Survey of the Effect of Automation on Membership of Affiliated Unions*. Ottawa, 1957. Pp. 19.

Automation seems to have had little or no adverse effect on total employment in the industries of the unions which replied to a questionnaire sent out by the CLC in February 1957.

12. U.S. BUREAU OF LABOR STATISTICS. *Studies of Automatic Technology; a Case Study of an Automatic Airline Reservation System*. Washington, 1958. Pp. 21.

Describes the experience of one airline which uses an electronic system for storing and transmitting information about airline seat reservations. By 1959, this data-processing equipment will be used by almost all the leading U.S. airlines.

Canada at Work

The following eleven broadcasts were made in 1958 and published under the auspices of the Department of Labour, Ottawa.

13. CANADA. DEPARTMENT OF LABOUR. *Courage knows no Handicap*. Pp. 4.

About two physically-handicapped Canadian artists, Earl Bailey and Kathleen Hart Ellis, who have achieved success in spite of their disabilities.

14. CANADA. DEPARTMENT OF LABOUR. *National Winter Employment Conference*. Pp. 4.

Includes remarks of government, business and labour officials on the problem of winter unemployment.

15. CANADA. DEPARTMENT OF LABOUR. INFORMATION BRANCH. *Frontier College in Action*; A. P. Norton, Information Branch, Dept. of Labour, Ottawa, presenting recorded interviews with Dan Sudar, Frontier College worker-teacher at GECO Mines, Manitouwadge, Ont. Pp. 4.

16. GODWIN, JOHN E. *The Story of Walter Callow*. Pp. 4.

Mr. Callow, who was blind and paralyzed, and who spent the last 20 years of his life in bed, invented the Callow wheel-chair motor coach and carried on many activities from his bedside.

17. HARRISON, J. D. B. *Will You Start a Forest Fire?* Pp. 4.

18. MACCUISH, ROY H. *Apprenticeship—1958 Model.* Pp. 4.

19. MACCUISH, ROY H. *Stay in School*, by Roy H. MacCuish, and others. 4 parts.

Other speakers include Kurt R. Swinton, Ira G. Needles, and C. A. L. Murchison. The four speakers urge young people to stay in school until the completion of high school.

20. McLAUGHLIN, J. A. *Industry's Interest in Penitentiary Training.* Pp. 4.

The speaker, Assistant Commissioner of Penitentiaries, Department of Justice, discusses the Canadian penitentiary training program.

21. McLAUGHLIN, J. A. *The Penitentiary Program makes the Man.* Pp. 4.

22. NORTON, A. PHILIP. *A Blessing in Disguise—a Story of Rehabilitation.* Pp. 4.

This talk concerns a 27-year-old watchmaker who owns his own business and who has been paralyzed by poliomyelitis since he was 18.

23. NORTON, A. PHILIP. *The Story of George Lafleur.* Pp. 4.

Mr. Lafleur, who is blind, is a radio "ham" operator, a writer of newspaper and magazine articles and a photographer.

Collective Agreements

24. U.S. BUREAU OF LABOR STATISTICS. *Digest of One Hundred Selected Pension Plans under Collective Bargaining, Winter, 1957-58.* Washington, G.P.O., 1958. Pp. 71.

The following information is given: company, union, and date of information; participation requirements; normal retirement (minimum requirements, service credited after normal age, benefit formula); illustrative monthly pensions; early retirement (minimum requirements, benefit formula); normal and early retirement benefit options; disability retirement (minimum requirements, benefit formula); vesting (type, conditions, and minimum requirements, benefit formula); involuntary retirement; death benefits; financing; medium of funding; and, administration.

25. U.S. BUREAU OF LABOR STATISTICS. *Paid Vacation Provisions in Major Union Contracts, 1957; Prevalence, Types of Plans, Length of Vacations, Service and Work Requirements, Vacation Pay, Scheduling and Other Administrative Procedures.* Washington, G.P.O., 1958. Pp. 34.

Based on a study of 1,813 agreements covering approximately eight million workers.

Economic Conditions

26. ALBERTA. BUREAU OF STATISTICS. *Graphs of Growth.* Edmonton, Industrial Development Branch, Department of Economic Affairs, 1958? Pp. 32.

27. BACKMAN, JULES. *Labor Gains, Productivity and Inflation.* Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1957. Pp. 21.

Discusses: "(1) the postwar rise in prices, money wages and real wages; (2) the nature of the improvement in so-called fringe benefits and their cost; (3) the relationship between increases in labor costs and gains in productivity; (4) the annual improvement factor; (5)

escalator clauses; (6) the role of long-term contracts; and (7) the effects of labor cost increases on prices during prosperity as compared with recession."

28. EUROPEAN PRODUCTIVITY AGENCY. *The Consumer's Food-Buying Habits.* Project No. 169, Paris, O.E.E.C., 1958. Pp. 175.

A study of food shopping habits of housewives in five European countries: Austria, West Germany, Italy, the Netherlands, and Norway. The object of the study is to discuss some of the problems in raising productivity in retail distribution and to show how sample survey techniques can be used in this field.

29. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Some Notes on the United Kingdom Economy.* London, 1958. Pp. 33.

A brief survey of British economic conditions between 1947 and 1957.

30. HOWLAND, ROBERT DUDLEY. *Some Regional Aspects of Canada's Economic Development.* Ottawa, Queen's Printer, 1958. Pp. 302.

A study prepared for the Royal Commission on Canada's Economic Prospects.

31. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Economic Conditions in Greece.* Paris, 1958. Pp. 13.

Covers an 18-month period ending mid-1957.

Education

32. FLEMING, WILLIAM GERALD. *Background and Personality Factors associated with Educational and Occupational Plans and Careers of Ontario Grade 13 Students.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1957. Pp. 32.

A study of the replies of 9,404 Grade 13 students to a questionnaire. Contents: Personal Factors. Family Background and Influence. School and Social Environment. School Achievement. Teachers' Ratings on Personality Traits and Chances of University Success. Attitude towards University Attendance.

33. FLEMING, WILLIAM GERALD. *Ontario Grade 13 Students: Who are they and What happens to them?* Toronto, Department of Educational Research, Ontario College of Education, University of Toronto, 1957. Pp. 59.

An analysis of information obtained from two sets of questionnaires, one submitted to Grade 13 pupils and the other to teachers in Ontario, in February and March 1956. Contents: The Background and History of the Atkinson Study of Utilization of Student Resources. The Questionnaires. Factual Information from Students. Students' Opinions, Judgments, and Statements of Intentions. The School Record. Teachers' Ratings. School Factors. Summary.

34. SMITH, WILLIAM OWEN LESTER. *Education in Great Britain.* 2d ed. London, New York, Oxford University Press, 1956. Pp. 205.

Contents: Ideals, Aims and Principles. Order and Diversity. Religion. The Curriculum. The State and the School. The Schools. Education and the Community.

Industrial Relations

35. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Labour Relations and Working Conditions in Britain*. Rev. March 1958. London, 1958. Pp. 56.

"The subject matter of this paper is divided into four parts: (1) industrial relations, covering arrangements made by employers and workers for the negotiation of terms of employment, and action taken by the Government to encourage, support and supplement these voluntary arrangements; (2) protective legislation; (3) working conditions in practice; (4) human relations in industry."

36. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Tenth Annual Meeting, New York City, September 5-7, 1957*. Edited by Edwin Young. Madison, 1958. Pp. 341.

Some of the topics discussed are union and management ties to political parties, group insurance plans, electronic data processing for industrial relations research, collectively bargained health insurance plans, trade union structure and policy, labor market studies, and trade union research.

37. PERSONNEL MANAGEMENT CONFERENCE, UNIVERSITY OF ILLINOIS. 8TH, 1956. *Measuring Personnel Administrative Objectives. Proceedings of the Eighth Personnel Management Conference at the University of Illinois, Urbana, March 6-7, 1956*. Urbana, 1956. Pp. 92.

Conference conducted by the Bureau of Business Management in co-operation with the Institute of Labor and Industrial Relations through the Division of University Extension. The speakers spoke on personnel management programs. Two of the talks deal with personnel problems in connection with automation and fringe benefits.

38. PERSONNEL MANAGEMENT CONFERENCE, UNIVERSITY OF ILLINOIS. 9TH, 1957. *Current Trends in Personnel and Industrial Relations. Proceedings of the Ninth Personnel Management Conference at the University of Illinois, Urbana, March 4 and 5, 1957*. Urbana, 1957. Pp. 95.

Conference conducted by the Bureau of Business Management in co-operation with the Institute of Labor and Industrial Relations through the Division of University Extensions. Some of the topics discussed are white-collar unionization, personality tests, a supervisory training program, and compulsory retirement.

39. U.S. BUREAU OF LABOR STATISTICS. *A Guide to Labor-Management Relations in the United States*. Washington, G.P.O., 1958. 1 Volume.

Some topics discussed are: history of the American labor movement; structure of the trade union movement; administration of national and local unions; unionization of white-collar workers; the development of collective bargaining; grievance procedures; voluntary arbitration; fringe benefits under collective bargaining; and, industrial relations in 14 selected industries. Also includes a glossary of current industrial relations terms.

Industry—Location

40. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Camrose*. Pp. 18.

41. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Taber*. Rev. ed. Pp. 19. Edmonton, 1958.

Labour Organization

42. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. *Labour Unions in Canada*; a Reference Paper reprinted from *Citizen*, an official publication of the Department of Citizenship and Immigration. Ottawa, Queen's Printer, 1958. Pp. 4.

43. EDITORIAL RESEARCH REPORTS. *Suits against Labor Unions*, by William R. McIntyre. Washington, 1958. Pp. 515-528.

Discusses two decisions handed down on May 26, 1958 by the U.S. Supreme Court which upheld the power of state courts to award compensatory damages in suits filed by workers against unions.

44. HUMPHREYS, B. V. *Clerical Unions in the Civil Service*. Oxford, Blackwell & Mott, 1958. Pp. 254.

Describes the formation and development of the British Civil Service clerical unions. Discusses the Whitley Councils, the salary problem, and other matters.

45. LEVITAN, SAR A. *Government Regulation of Internal Union Affairs affecting the Rights of Members*. Washington, Bureau of National Affairs, 1958. Pp. 27.

The author points out that those who favour federal regulation of internal union affairs advocate legislation principally in five areas:

1. A requirement for the secret periodic election of officers;
2. The establishment of a government agency to hear appeals of disciplined union members;
3. The prevention of undue influence into local union affairs by national officers, so as to permit the local members to choose their own leaders;
4. The avoidance of conflicting interests by union leaders in connection with their duties as union representatives in collective bargaining; and,
5. The disclosure of union finances to prevent misuse of funds and in order that members may be adequately informed concerning the financial operations of their union."

46. SEGAL, BENJAMIN D. *Unions and Democracy; a Brief Account of Problems in Union Democracy in the American Federation of Labor and Congress of Industrial Organizations*. Washington, The Trades Unionist, 1957. Pp. 17.

The author concludes that "a truly democratic union is one that continues to fight for broad social issues as well as for the rights of its own rank and file".

47. U.S. BUREAU OF LABOR STATISTICS. *Union Conventions, 1958; National and International Unions, State Organizations*. Washington, 1958. Pp. 7.

48. U.S. CONGRESS. SENATE. SELECT COMMITTEE ON IMPROPER ACTIVITIES IN THE LABOR OR MANAGEMENT FIELD. *Interim Report of the Select Committee on Improper Activities in the Labor or Management Field, United States Senate, pursuant to S. Res. 74 and 221, 85th Congress, together with Individual Views.* Washington, G.P.O., 1958. Pp. 462.

The Senate Select Committee on Improper Activities in the Labor or Management field heard testimony which involved five unions and a number of employers. As a result the Committee recommended legislation which would 1. regulate and control pension, health and welfare funds; 2. regulate and control union funds; 3. insure union democracy; 4. curb activities of middlemen in labor-management disputes; and, 5. clarify situations in labor-management relations where neither the National Labor Relations Board or a State or Territory agency has no jurisdiction.

Labouring Classes

49. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *The Small Factory; Planning for Good Working Conditions.* Melbourne, Government Printer, 1958. Pp. 31.

50. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in Metal Finishing.* London, 1958? Pp. 32.

Outlines conditions in the metal finishing industry since 1950 with case studies of seven manufacturers.

51. CLEGG, HUGH ARMSTRONG. *The Employers' Challenge; a Study of the National Shipbuilding and Engineering Dispute of 1957*, by H. A. Clegg and Rex Adams. Oxford, B. Blackwell, 1957. Pp. 179.

"The shipbuilding and engineering disputes of 1957 led to Britain's biggest strike, in terms of working days lost, for more than twenty years." The authors discuss the antecedents of the strike, the strike itself, its settlement, and some lessons to be learned from it.

52. INTER-AFRICAN LABOUR CONFERENCE. 5TH, LUSAKA, NORTHERN RHODESIA, 1957. *Labour; Inter-African Conference, 5th Meeting, Lusaka, 1957.* London, Commission for Technical Co-operation in Africa South of the Sahara, 1958. Pp. 228.

The Conference dealt with the following topics: 1. methods of settling labour disputes; 2. methods of wage-fixing; 3. employment of women; 4. vocational training; 5. social security (old age pensions, sickness benefits); 6. employment services; 7. workmen's compensation; 8. trade unions; and 9. prevention of accidents.

53. U.S. CONGRESS. HOUSE. COMMITTEE ON WAYS AND MEANS. *Emergency Extension of Federal Unemployment Compensation Benefits. Hearings before the Committee on Ways and Means, House of Representatives, Eighty-Fifth Congress, Second Session, on H.R. 11326, H.R. 11327, and H.R. 11679, Bills to authorize Temporary Unemployment Benefits for Individuals who exhaust their Benefit Rights*

under Existing State Law. March 28, 31, and April 1, 1958. Washington, G.P.O., 1958. Pp. 389.

The Committee examined emergency extension of unemployment compensation benefits to provide for those individuals who were unemployed and who had already used up their benefits under the various state laws. The Committee also considered the question of financing these benefits and recommendations for providing for unemployed persons not covered by the unemployment compensation programs of the various states.

United Nations

54. CANADA. DEPT. OF EXTERNAL AFFAIRS. *Canada and the United Nations, 1957.* Ottawa, Queen's Printer, 1958. Pp. 105.

55. UNITED NATIONS. COMMISSION ON HUMAN RIGHTS. *Report of the Fourteenth Session, 10 March—3 April 1958.* New York, 1958. Pp. 32.

56. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Report, 16 May 1957—24 April 1958.* New York, 1958. Pp. 60.

57. UNITED NATIONS. TECHNICAL ASSISTANCE BOARD. *Annual Report for 1957.* New York, 1958. Pp. 120.

Wages and Hours

58. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Motor-truck Drivers and Helpers, July 1, 1957 and Trend 1936-57.* Washington, G.P.O., 1958. Pp. 40.

The information in this report covered about 265,000 drivers and 37,000 helpers in 52 cities with a population of 100,000 or over, as of July 1, 1957.

59. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Printing Industry, July 1, 1957 and Trend 1907-57.* Washington, G.P.O., 1958. Pp. 50.

"The information in this report was based on union scales in effect on July 1, 1957, and covered approximately 120,000 printing-trades workers in 53 cities with populations of 100,000 or more."

Women

60. BROWN, EVELYN M. *Educating Eve.* Montreal, Palm Publishers, 1957. Pp. 186.

An account of the Quebec Family Institutes.

61. MANCHESTER, ENG. COLLEGE OF SCIENCE AND TECHNOLOGY. *Women in Engineering; a Report by a Committee set up..... to enquire into the Employment of Women Scientists and Technologists in the Engineering Industry in the Manchester Area.* Manchester, 1958. Pp. 20.

An analysis of the replies to a questionnaire sent out to 73 engineering firms in the Greater Manchester area seeking information about the absorption of women into these firms.

62. WEDDELL, MARGARET. *Training in Home Management.* With chapters by Enid McIntosh, Esther Neville-Smith and Peggy Alexander. London, Routledge & Kegan Paul, 1955. Pp. 198.

Miscellaneous

63. BRADEN, J. NOBLE. *Labor Arbitration, Procedures and Techniques*. New York, American Arbitration Association, 1957. Pp. 23.

Based on various addresses delivered by Mr. Braden and revised by members of the staff of the American Arbitration Association. Contents: Glossary of Terms. Introduction. Two Fields of Arbitration. The Agreement to arbitrate. A Good Arbitration Clause in Fifty Words. The Arbitration begins. How the Arbitrator is selected. Preparing for the Arbitration Hearing. How to present a Case in Arbitration. The Hearings, Briefs and Post-Hearing Procedure. The Award. The Costs of Arbitration. Conclusion.

64. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Status of First Line Supervisors*. Washington, 1958. Pp. 14.

The topics discussed are pay policies, fringe benefits, responsibility and authority, communications, and privileges and special status. The information in this study was submitted by 163 executives.

65. CANADA. CIVIL SERVICE COMMISSION. ORGANIZATION AND METHODS SERVICE. *A Guide to Duplicating Processes*. Ottawa, 1958. Pp. 35.

66. CANADA. PARLIAMENT. HOUSE OF COMMONS. STANDING COMMITTEE ON VETERANS AFFAIRS, 1958. *Minutes of Proceedings and Evidence*. Ottawa, Queen's Printer, 1958. 8 v. (297 p.).

At head of title: House of Commons. First session, Twenty-fourth Parliament, 1958. Walter Dinsdale, chairman.

67. EUROPEAN PRODUCTIVITY AGENCY. *Farm Management in the United States; Report by a Group of Experts*. Project No. 395/B. Paris, O.E.E.C., 1958. Pp. 126.

"...deals with the principles, methods and techniques of farm management advisory work in the United States."

68. FLORENCE, PHILIP SARGANT. *Industry and the State*. London, Hutchinson's University Library, 1957. Pp. 196.

Describes present legislation covering State policies towards industry in Great Britain. Contents: Ethics, Science and Art of State Policy in Industry. Fourteen Decades of State Policy in Industry. State Defence from Exploitation. Participation of State with Industry. State Information, Services and Palliatives. State Operation of Industry. State Control over Industry.

69. LOWEN, WALTER ALBERT. *You and Your Job*. 1st ed. New York, Greystone Press, 1958. Pp. 291.

The author is a job counsellor specializing in executive placement. He describes, among other things, how to improve one's job, how to write job applications and resumes, how to behave at an interview and how to conduct oneself during the early weeks on the new job.

70. U.S. CHILDREN'S BUREAU. *Youth Groups in Conflict; a Report of a Conference*, compiled and written by Mary E. Blake. Washington, G.P.O., 1958. Pp. 52.

Report of a conference on juvenile delinquency sponsored by the U.S. Children's Bureau in May, 1957.

71. U.S. CONGRESS. SENATE. COMMITTEE ON INTERSTATE AND FOREIGN COMMERCE. *Problems of the Railroads; Report of the Subcommittee on Surface Transportation*. Washington, G.P.O., 1958. Pp. 27.

The Subcommittee discovered during its investigation of the railroad position in the U.S. that railroads no longer had a monopoly in the transportation field; railroads' share of freight and passenger traffic had declined between 1929 and 1956; railroad employment had declined by about a million between 1923 and 1958; and, the railroads are in a poor financial position. The Subcommittee suggested means of helping the railroads.

ILO Publishes Survey of Labour Problems in Africa

A survey of labour problems and policies in Africa, covering the whole continent south of the Sahara, has just been published by the International Labour Office under the title *African Labour Survey*.

After a preliminary description of conditions in the territory concerning climate, geography, population density, material resources, customs, historical development, and present-day social conditions, the book deals in turn with agriculture, community development, manpower and employment, productivity, vocational training, freedom of association and industrial relations, wages, recruitment, contracts of employment and conditions of work, occupational safety and health, social security, housing, the co-operative movement, labour admin-

istration and inspection, and the application of internationally agreed labour standards.

Appendices give standards and recommendations of the ILO and other organizations, a reference list of labour legislation, additional statistics, a bibliography giving the main sources of information on Africa and the more important sources of background material, and an explanatory note on the Commission for Technical Co-operation in Africa South of the Sahara, the Inter-African Labour Institute and the Inter-African Labour Conference.

The cloth-bound book of more than 700 pages, which is No. 48 in the New Series of the ILO's Studies and Reports, may be obtained from the Canada Branch of the ILO at \$5 per copy, with the usual discounts for orders in quantity.

LABOUR STATISTICS

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A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census; consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 18, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,177	118	434	1,743	2,266	1,064	552
Agricultural.....	742	*	64	171	180	302	23
Non-Agricultural.....	5,435	116	370	1,572	2,086	762	529
Males.....	4,638	98	337	1,313	1,665	804	421
Agricultural.....	678	*	58	159	162	275	22
Non-Agricultural.....	3,960	96	279	1,154	1,503	529	399
Females.....	1,539	20	97	430	601	260	131
Agricultural.....	64	*	*	12	18	27	*
Non-Agricultural.....	1,475	20	91	418	583	233	130
All Ages.....	6,177	118	434	1,743	2,266	1,064	552
14—19 years.....	569	15	45	209	172	92	36
20—24 years.....	778	19	56	252	262	129	60
25—44 years.....	2,865	54	184	797	1,075	484	271
45—64 years.....	1,731	29	127	435	665	310	165
65 years and over.....	234	*	22	50	92	49	20
<i>Persons with Jobs</i>							
All status groups.....	5,864	98	407	1,635	2,166	1,041	517
Males.....	4,375	79	312	1,224	1,581	787	392
Females.....	1,489	19	95	411	585	254	125
Agricultural.....	729	*	62	166	176	301	22
Non-Agricultural.....	5,135	96	345	1,469	1,990	740	495
Paid Workers.....	4,692	79	320	1,337	1,832	683	441
Males.....	3,361	62	238	964	1,301	470	326
Females.....	1,331	17	82	373	531	213	115
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	313	20	27	108	100	23	35
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,243	147	453	1,478	1,753	891	521
Males.....	1,063	40	100	278	323	196	126
Females.....	4,180	107	353	1,200	1,430	695	395

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended October 18, 1958		Week Ended September 20, 1958		Week Ended October 19, 1957	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	340	326	294	283	232	218
Without Jobs.....	313	301	271	262	211	200
Under 1 month.....	103	—	81	—	88	—
1—3 months.....	118	—	94	—	85	—
4—6 months.....	44	—	43	—	24	—
7—12 months.....	32	—	38	—	*	—
13—18 months.....	*	—	*	—	*	—
19— and over.....	*	—	*	—	*	—
Worked.....	27	25	23	21	21	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	19	18	16	14	14	13

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total ³
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services including Govern- ment)	Supple- mentary Labour Income	
1953—Total....	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1957—Oct.....	46.0	407.0	142.4	—	—	—	—	—	—	1,363.6
Nov.....	46.2	410.4	140.6	88.0	290.4	65.7	592.5	1,105.7	163.6	1,344.6
Dec.....	45.7	386.1	134.3	—	—	—	—	—	—	1,294.8
1958—Jan.....	46.0	381.9	103.3	—	—	—	—	—	—	1,267.8
Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	567.1	1,024.0	163.5	1,277.1
Mar.....	45.8	389.8	130.3	—	—	—	—	—	—	1,283.2
Apr.....	43.9	392.3	134.6	—	—	—	—	—	—	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	—	—	—	—	—	—	1,384.5
July.....	45.0	402.1	145.7	—	—	—	—	—	—	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	—	—	—	—	—	—	1,405.3
Oct.....	43.0	399.7	141.6	—	—	—	—	—	—	1,387.6

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,768,237.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
Oct. 1.....	121.8	201.6	164.9	70.85	112.2	186.9	165.4	72.72

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1958	Sept. 1 1958	Oct. 1 1957	Oct. 1 1958	Sept. 1 1958	Oct. 1 1957
(a) Provinces						
Newfoundland.....	133.7	138.1	142.2	63.47	61.57	62.12
Prince Edward Island.....	124.6	126.3	127.4	50.78	50.14	52.24
Nova Scotia.....	99.4	98.3	102.0	58.65	58.18	57.27
New Brunswick.....	102.1	103.1	106.1	58.83	57.88	57.99
Quebec.....	120.7	121.1	126.9	68.14	67.70	65.76
Ontario.....	122.1	121.3	126.3	73.40	73.62	71.47
Manitoba.....	112.4	113.2	115.4	67.73	67.96	65.14
Saskatchewan.....	136.0	137.2	134.7	69.83	69.55	66.31
Alberta (including Northwest Territories).....	159.6	161.9	160.6	73.77	73.58	70.48
British Columbia (including Yukon).....	120.3	120.5	132.1	76.38	75.65	75.62
Canada	121.8	121.8	126.9	70.85	70.67	68.84
(b) Metropolitan Areas						
St. John's.....	135.2	133.9	132.5	50.60	51.46	50.54
Sydney.....	92.4	91.5	95.6	75.20	72.76	71.93
Halifax.....	114.1	112.7	116.3	57.57	57.59	56.01
Saint John.....	91.6	93.0	92.9	55.33	53.76	52.88
Quebec.....	107.5	109.2	115.8	59.33	58.90	58.16
Sherbrooke.....	100.3	98.4	105.9	57.80	57.55	56.00
Three Rivers.....	116.0	117.6	121.6	66.04	64.76	64.05
Drummondville.....	75.7	73.7	75.7	59.30	59.29	58.58
Montreal.....	123.5	123.2	127.8	69.61	69.27	66.68
Ottawa—Hull.....	125.9	124.8	122.2	65.44	65.33	62.71
Peterborough.....	97.6	98.2	104.5	78.54	77.45	74.54
Oshawa.....	163.3	137.9	130.4	86.05	81.27	77.53
Niagara Falls.....	117.9	116.4	140.3	75.39	71.54	72.62
St. Catharines.....	113.6	111.7	125.4	77.39	79.01	77.96
Toronto.....	132.5	132.4	133.4	74.46	74.61	71.51
Hamilton.....	97.0	98.6	115.4	75.91	75.57	75.00
Brantford.....	87.8	85.5	85.5	67.29	65.50	64.11
Galt.....	112.1	112.0	114.6	64.01	63.19	60.73
Kitchener.....	118.0	115.2	118.0	66.85	66.40	64.94
Sudbury.....	116.6	133.4	144.6	52.33	76.25	84.65
London.....	121.7	118.2	121.9	67.36	66.90	65.00
Sarnia.....	120.6	130.1	143.4	89.67	94.70	90.11
Windsor.....	80.3	67.2	87.2	76.75	77.48	75.03
Sault Ste. Marie.....	148.8	149.6	140.5	87.85	89.23	87.18
Ft. William—Pt. Arthur.....	117.6	120.2	126.0	72.29	72.78	72.10
Winnipeg.....	110.7	110.0	111.0	64.61	64.72	61.69
Regina.....	126.8	127.6	129.1	65.02	65.04	64.05
Saskatoon.....	139.1	139.9	136.2	65.82	65.36	61.40
Edmonton.....	187.1	188.4	188.7	70.29	69.44	67.37
Calgary.....	165.4	163.0	164.3	68.90	69.25	66.52
Vancouver.....	117.2	118.3	124.4	74.86	74.54	72.95
Victoria.....	117.6	116.0	127.2	68.22	68.44	66.82

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) Source: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1958	Sept. 1, 1958	Oct. 1, 1957	Oct. 1, 1958	Sept. 1, 1958	Oct. 1, 1957
Newfoundland.....	37.6	38.5	42.2	149.1	144.9	154.7
Nova Scotia.....	40.5	40.1	41.6	147.6	145.9	145.4
New Brunswick.....	42.3	41.5	41.3	141.1	139.9	142.7
Quebec.....	41.6	41.7	41.4	149.1	148.1	145.8
Ontario.....	40.7	40.3	40.6	171.2	171.9	167.6
Manitoba.....	40.2	40.7	40.1	157.7	155.8	150.7
Saskatchewan.....	39.4	39.6	39.4	179.2	177.9	169.3
Alberta (1).....	39.6	40.3	39.6	174.5	171.1	167.9
British Columbia (2).....	37.8	38.0	38.2	201.7	200.1	191.9

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

Note:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958.....	40.6	164.0	66.58	159.6	125.6	127.1
October 1, 1958 (1).....	40.7	164.5	66.95	160.5	126.0	127.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: FORM U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
December 1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,009	171,254	874,263
April 1, 1958.....	9,739	10,892	20,622	697,400	171,088	868,488
May 1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	247,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958 (1).....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958 (1).....	11,579	9,752	21,331	329,050	126,341	455,391

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
OCTOBER 31, 1958⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Sept. 30 1958	Oct. 31 1957
Agriculture, Fishing, Trapping	383	130	513	- 982	+ 56
Forestry	529	36	565	+ 125	- 19
Mining, Quarrying and Oil Wells	282	31	313	- 72	- 351
Metal Mining.....	155	7	162	- 51	- 85
Fuels.....	108	13	121	- 3	- 223
Non-Metal Mining.....	3	3	6	- 10	- 27
Quarrying, Clay and Sand Pits.....	2	-	2	- 5	- 5
Prospecting.....	14	8	22	- 3	- 11
Manufacturing	1,836	1,347	3,183	- 1,029	- 785
Foods and Beverages.....	160	107	267	- 490	- 27
Tobacco and Tobacco Products.....	3	6	9	+ 1	- 26
Rubber Products.....	27	21	48	+ 17	+ 30
Leather Products.....	34	100	134	- 20	+ 19
Textile Products (except clothing).....	52	83	135	- 15	- 50
Clothing (textile and fur).....	72	525	597	- 317	256
Wood Products.....	168	62	230	- 95	- 4
Paper Products.....	65	30	95	- 7	- 29
Printing, Publishing and Allied Industries.....	116	71	187	- 34	- 18
Iron and Steel Products.....	300	75	375	- 29	- 148
Transportation Equipment.....	333	62	395	+ 45	- 185
Non-Ferrous Metal Products.....	80	23	103	- 54	- 41
Electrical Apparatus and Supplies.....	89	58	147	- 43	- 180
Non-Metallic Mineral Products.....	49	15	64	- 43	- 2
Products of Petroleum and Coal.....	32	8	40	- 12	+ 16
Chemical Products.....	129	46	175	+ 36	+ 22
Miscellaneous Manufacturing Industries.....	127	55	182	+ 30	+ 94
Construction	1,020	42	1,062	- 596	- 613
General Contractors.....	599	25	624	- 413	- 508
Special Trade Contractors.....	421	17	438	- 183	- 105
Transportation, Storage and Communication	308	176	484	- 51	- 30
Transportation.....	214	58	272	- 81	- 52
Storage.....	49	10	59	+ 21	+ 13
Communication.....	45	108	153	+ 9	+ 9
Public Utility Operation	45	20	65	- 13	- 77
Trade	1,360	1,652	3,012	- 385	- 270
Wholesale.....	545	334	879	- 35	+ 172
Retail.....	815	1,318	2,133	- 350	- 442
Finance, Insurance and Real Estate	467	329	796	- 114	- 48
Service	1,317	5,714	7,031	- 1,430	- 1,369
Community or Public Service.....	141	1,018	1,159	- 165	- 448
Government Service.....	571	228	799	- 85	- 249
Recreation Service.....	53	31	84	- 34	- 44
Business Service.....	225	260	485	- 142	- 7
Personal Service.....	327	4,177	4,504	- 1,004	- 621
GRAND TOTAL	7,547	9,477	17,024	- 4,547	- 3,506

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT OCTOBER 30, 1958⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	827	810	1,637	6,740	1,872	8,612
Clerical Workers.....	755	1,890	2,645	13,465	43,601	57,066
Sales Workers.....	1,037	956	1,993	5,493	13,060	18,553
Personal and Domestic Service Workers..	444	4,580	5,024	26,484	19,776	46,260
Seamen.....	9	—	9	1,317	3	1,320
Agriculture, Fishing, Forestry (Ex. log.)..	346	23	369	2,580	260	2,840
Skilled and Semiskilled Workers.....	2,941	930	3,871	113,763	18,467	132,230
Food and kindred products (incl. tobacco).....	70	6	76	1,076	479	1,555
Textiles, clothing, etc.....	70	698	768	2,876	11,079	13,955
Lumber and lumber products.....	576	1	577	9,387	136	9,523
Pulp, paper (incl. printing).....	46	7	53	1,216	504	1,720
Leather and leather products.....	21	61	82	1,022	1,172	2,194
Stone, clay and glass products.....	4	—	4	316	35	351
Metalworking.....	232	17	249	19,028	898	19,926
Electrical.....	84	16	100	3,187	1,025	4,212
Transportation equipment.....	1	—	1	1,285	34	1,319
Mining.....	137	—	137	1,763	—	1,763
Construction.....	594	—	594	24,554	5	24,559
Transportation (except seamen).....	284	15	299	18,822	126	18,948
Communications and public utility.....	26	—	26	613	4	617
Trade and service.....	95	87	182	3,658	1,751	5,409
Other skilled and semiskilled.....	621	14	635	18,833	921	19,754
Foremen.....	45	6	51	2,182	289	2,471
Apprentices.....	35	2	37	3,945	9	3,954
Unskilled Workers.....	960	363	1,323	85,609	18,672	104,281
Food and tobacco.....	31	93	124	2,687	3,918	6,605
Lumber and lumber products.....	49	21	70	7,948	346	8,294
Metalworking.....	108	10	118	6,711	548	7,259
Construction.....	361	—	361	35,463	2	35,465
Other unskilled workers.....	411	239	650	32,800	13,858	46,658
GRAND TOTAL.....	7,319	9,552	16,871	255,451	115,711	371,162

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 30, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Oct. 30, 1958	Previous Month Oct. 2, 1958	Previous Year Oct. 31, 1957	(1) Oct. 30, 1958	Previous Month Oct. 2, 1958	Previous Year Oct. 31, 1957
Newfoundland	330	238	214	8,222	7,376	7,253
Corner Brook.....	9	—	—	2,410	2,320	1,457
Grand Falls.....	17	4	5	986	902	1,022
St. John's.....	304	234	209	4,826	4,154	4,774
Prince Edward Island	109	499	156	1,256	1,128	1,065
Charlottetown.....	59	91	95	869	766	660
Summerside.....	50	408	61	387	362	405
Nova Scotia	593	698	1,009	13,813	18,423	12,007
Amherst.....	6	8	17	462	413	474
Bridgewater.....	24	15	12	731	724	561
Halifax.....	384	457	502	3,826	3,694	3,427
Inverness.....	—	—	—	262	268	263
Kentville.....	76	119	51	894	880	862
Liverpool.....	1	1	7	345	285	354
New Glasgow.....	31	30	78	1,899	1,983	1,575
Springhill.....	—	—	—	713	298	578
Sydney.....	7	7	230	2,824	8,432	2,026
Truro.....	10	8	30	829	733	829
Yarmouth.....	54	53	82	1,028	713	1,058
New Brunswick	547	631	765	12,655	11,078	13,554
Bathurst.....	7	6	5	855	768	959
Campbellton.....	45	18	24	901	837	910
Edmundston.....	—	—	22	702	465	753
Fredericton.....	90	106	127	1,082	992	963
Minto.....	17	—	27	501	675	435
Moncton.....	213	299	399	3,049	2,296	3,165
Newcastle.....	—	1	6	1,068	925	1,277
Saint John.....	125	149	119	2,497	2,415	2,726
St. Stephen.....	36	6	17	982	977	1,496
Sussex.....	11	14	7	340	248	317
Woodstock.....	3	32	12	678	480	553
Quebec	3,438	4,252	5,233	111,359	99,834	83,705
Alma.....	24	46	84	1,196	1,168	995
Asbestos.....	1	9	—	503	514	456
Beauharnois.....	41	66	28	819	659	488
Buckingham.....	15	17	9	692	565	450
Causapsal.....	270	59	244	1,061	740	907
Chandler.....	5	2	3	241	169	358
Chicoutimi.....	103	86	96	1,207	1,485	1,113
Dolbeau.....	2	9	15	608	658	734
Drummondville.....	32	32	54	1,336	1,154	1,365
Farnham.....	6	41	14	668	566	581
Forestville.....	25	17	23	719	639	298
Gaspé.....	4	16	2	228	262	289
Granby.....	11	41	28	1,723	1,425	1,403
Hull.....	55	70	44	1,878	1,691	1,720
Joliette.....	53	104	75	1,796	1,485	1,738
Jonquière.....	23	31	70	1,448	1,374	1,299
Lachute.....	32	25	16	440	374	400
La Malbaie.....	14	13	17	473	386	460
La Tuque.....	79	64	113	760	723	570
Lévis.....	62	55	102	1,961	1,818	1,484
Louiseville.....	12	28	27	653	569	608
Magog.....	—	—	3	452	519	536
Maniwaki.....	—	—	3	306	191	401
Matane.....	19	17	4	933	866	608
Mégantic.....	4	—	—	474	372	551
Mont-Laurier.....	4	9	7	352	337	330
Montmagny.....	6	8	8	598	636	845
Montreal.....	1,553	1,974	2,416	47,694	42,866	29,540
New Richmond.....	7	3	12	375	321	427
Port Alfred.....	5	30	22	310	414	316
Quebec.....	316	398	440	7,952	6,984	7,246
Rimouski.....	38	56	61	1,400	1,320	1,392
Rivière du Loup.....	7	52	14	1,239	891	1,248
Roberval.....	23	18	11	695	670	690
Rouyn.....	24	33	82	1,662	1,646	2,208
Ste. Agathe.....	11	8	20	508	405	363
Ste. Anne de Bellevue.....	30	39	77	597	536	416
Ste. Thérèse.....	11	23	36	1,143	1,002	810
St. Hyacinthe.....	45	71	24	1,462	1,121	932
St. Jean.....	51	27	54	1,570	1,533	997
St. Jérôme.....	29	24	20	1,060	852	745
Sept-Îles.....	54	111	142	950	781	389
Shawinigan.....	10	101	35	3,169	2,807	2,235
Sherbrooke.....	107	112	108	3,464	3,174	3,080
Sorel.....	18	39	191	3,235	2,787	944
Thetford Mines.....	22	48	69	1,187	1,141	802
Trois-Rivières.....	105	140	164	3,214	2,830	2,519
Val d'Or.....	14	25	8	1,296	1,375	1,870

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 30, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) Oct. 30, 1958	Previous Month Oct. 2, 1958	Previous Year Oct. 31, 1957	(1) Oct. 30, 1958	Previous Month Oct. 2, 1958	Previous Year Oct. 31, 1957
Quebec—Cont'd.						
Valleyfield.....	17	11	26	1,402	1,165	1,059
Victoriaville.....	13	19	32	1,239	1,088	1,343
Ville St. Georges.....	26	25	80	1,011	780	1,147
Ontario	6,598	7,784	7,514	139,077	122,458	111,968
Arnprior.....	34	48	29	187	142	252
Barrie.....	22	28	20	936	835	685
Belleville.....	21	28	13	1,302	987	948
Bracebridge.....	40	43	45	640	527	563
Brampton.....	26	23	13	684	680	537
Brantford.....	53	83	61	2,045	2,201	2,496
Brockville.....	21	21	15	436	315	249
Carleton Place.....	7	8	15	159	141	161
Chatham.....	217	409	117	1,573	1,160	1,782
Cobourg.....	18	9	2	576	420	596
Collingwood.....	18	14	11	534	380	410
Cornwall.....	83	97	180	2,376	1,987	1,906
Fort Erie.....	—	6	6	541	496	380
Fort Frances.....	20	25	19	321	280	285
Fort William.....	63	62	103	1,944	1,577	1,065
Galt.....	89	43	50	1,006	1,120	1,471
Gananoque.....	3	4	3	206	188	177
Goderich.....	13	23	22	267	271	295
Guelph.....	77	12	91	1,079	1,052	1,141
Hamilton.....	500	558	448	12,514	12,776	8,712
Hawkesbury.....	15	9	8	418	366	417
Ingersoll.....	32	55	38	610	561	455
Kapuskasing.....	21	36	19	838	660	815
Kenora.....	26	19	23	422	409	291
Kingston.....	63	86	136	1,477	1,243	1,091
Kirkland Lake.....	22	24	51	880	708	674
Kitchener.....	91	133	67	1,711	1,522	1,645
Leamington.....	20	34	29	825	439	875
Lindsay.....	8	4	20	598	401	409
Listowel.....	42	37	23	205	184	203
London.....	414	475	456	3,591	3,635	3,441
Long Branch.....	117	108	106	2,775	2,792	2,468
Midland.....	13	35	14	509	430	441
Napanee.....	5	4	6	348	280	302
Newmarket.....	91	103	31	783	668	581
Niagara Falls.....	44	31	72	2,013	1,391	1,298
North Bay.....	11	11	11	1,282	968	1,123
Oakville.....	45	71	108	598	695	537
Orillia.....	24	28	13	790	800	588
Oshawa.....	41	114	260	10,175	3,276	3,515
Ottawa.....	711	924	790	4,149	3,716	3,121
Owen Sound.....	8	10	12	967	946	1,033
Parry Sound.....	—	2	2	328	263	155
Pembroke.....	45	72	121	1,229	1,169	1,079
Perth.....	17	32	23	335	273	357
Peterborough.....	43	109	54	2,429	2,344	2,111
Picton.....	16	12	15	264	141	233
Port Arthur.....	111	90	102	3,095	2,385	2,442
Port Colborne.....	9	12	17	752	818	481
Prescott.....	10	18	19	542	394	376
Renfrew.....	8	9	16	426	399	339
St. Catharines.....	104	123	124	3,065	2,908	2,755
St. Thomas.....	49	56	56	773	648	608
Sarnia.....	45	53	69	2,022	2,403	1,591
Sault Ste. Marie.....	254	288	204	1,615	1,763	1,229
Simcoe.....	38	20	39	615	457	726
Sioux Lookout.....	6	11	15	145	118	120
Smiths Falls.....	14	25	8	354	291	246
Stratford.....	20	19	23	690	686	562
Sturgeon Falls.....	2	2	2	831	734	741
Sudbury.....	153	134	422	5,066	3,895	2,527
Timmins.....	34	66	17	1,488	1,398	1,430
Toronto.....	2,043	2,288	2,177	32,955	32,146	28,506
Trenton.....	50	60	75	572	412	439
Walkerton.....	65	52	39	255	291	242
Wallaceburg.....	—	6	8	333	227	359
Welland.....	14	32	34	1,981	1,877	1,456
Weston.....	112	132	166	2,111	2,043	1,599
Windsor.....	106	123	107	8,902	7,761	9,123
Woodstock.....	41	43	10	614	589	702
Manitoba	1,416	1,747	1,696	13,550	11,343	10,873
Brandon.....	123	142	192	1,002	786	851
Dauphin.....	23	21	18	621	501	379
Flin Flon.....	32	56	19	168	165	199
Portage la Prairie.....	28	47	18	565	432	418
The Pas.....	16	43	40	233	181	122
Winnipeg.....	1,194	1,438	1,409	10,961	9,278	8,904

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 30, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Oct. 30, 1958	Previous Month Oct. 2, 1958	Previous Year Oct. 31, 1957	(1) Oct. 30, 1958	Previous Month Oct. 2, 1958	Previous Year Oct. 31, 1957
Saskatchewan	648	941	815	7,910	6,329	6,583
Estevan.....	26	48	40	258	230	195
Moose Jaw.....	126	177	149	734	576	654
North Battleford.....	45	44	51	554	399	495
Prince Albert.....	65	76	68	1,015	780	852
Regina.....	135	197	208	2,110	1,691	1,674
Saskatoon.....	140	237	161	1,860	1,578	1,508
Swift Current.....	28	51	27	328	262	307
Weyburn.....	19	31	50	178	148	152
Yorkton.....	64	83	61	873	665	746
Alberta	2,041	2,574	2,021	15,938	13,231	14,134
Blairmore.....	3	16	12	382	296	247
Calgary.....	623	794	606	5,470	4,470	4,764
Drumheller.....	37	47	24	184	156	183
Edmonton.....	1,051	1,184	901	7,116	6,063	6,444
Edson.....	14	29	14	332	269	325
Lethbridge.....	125	181	201	1,232	869	925
Medicine Hat.....	106	162	179	573	611	650
Red Deer.....	82	161	84	649	497	596
British Columbia	1,151	1,448	1,374	47,382	44,349	43,888
Chilliwack.....	32	53	27	1,139	1,169	1,087
Courtenay.....	5	13	13	606	680	746
Cranbrook.....	19	19	33	445	350	448
Dawson Creek.....	22	28	22	706	526	513
Duncan.....	13	29	37	654	681	493
Kamloops.....	8	11	30	865	735	772
Kelowna.....	9	16	16	630	400	376
Kitimat.....	1	4	42	287	233	474
Mission City.....	20	12	5	732	640	769
Nanaimo.....	1	13	21	947	1,024	1,071
Nelson.....	9	20	22	472	413	509
New Westminster.....	142	165	147	6,789	6,229	5,941
Penticton.....	12	11	6	622	502	489
Port Alberni.....	18	38	91	598	647	1,317
Prince George.....	40	50	53	2,218	1,429	1,597
Prince Rupert.....	13	23	33	1,381	1,003	1,251
Princeton.....	3	7	3	159	155	221
Trail.....	32	32	14	448	412	439
Vancouver.....	609	662	563	22,648	22,785	21,461
Vernon.....	5	25	12	767	593	694
Victoria.....	119	186	164	3,882	3,515	2,907
Whitehorse.....	19	31	20	387	228	313
Canada	16,871	20,815	20,797	371,162	335,549	305,030
Men.....	7,319	9,385	9,751	255,451	228,426	218,449
Women.....	9,552	11,430	11,046	115,711	107,123	86,581

(1) Preliminary, subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (10 months).....	763,048	514,365	248,683	51,061	186,824	268,260	162,258	94,645
1958 (10 months).....	712,884	465,889	246,995	46,597	169,089	243,334	151,840	102,024

E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
OCTOBER 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.3		18,775	391,060
Prince Edward Island.....	0.7		2,919	52,432
Nova Scotia.....	10.7		47,077	944,359
New Brunswick.....	7.7		34,005	672,630
Quebec.....	71.9		316,474	6,650,956
Ontario.....	81.6		358,933	7,535,349
Manitoba.....	7.2		31,777	612,930
Saskatchewan.....	3.7		16,345	328,367
Alberta.....	7.3		31,846	644,799
British Columbia.....	25.6		112,766	2,440,561
Total, Canada, October 1953.....	220.7		970,917	20,273,443
Total, Canada, September 1953.....	224.0		940,861	19,854,067
Total, Canada, October 1957.....	177.5		780,961	16,331,548

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, OCTOBER, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percentage Postal	October 31, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	323,530	NOT AVAILABLE							29.7	268,005
Male.....	226,527								31.3	198,054
Female.....	97,003								26.0	69,951
Excluding T.....	293,160	107,202	38,394	45,992	27,287	19,739	13,934	40,612	28.9	242,316
Prairie P.....	206,735	82,554	28,305	32,002	18,217	12,411	8,241	25,005	30.0	179,352
Provinces F.....	86,425	24,648	10,089	13,990	9,070	7,328	5,693	15,607	26.2	62,934
Newfoundland.....	8,258	3,065	1,194	1,382	850	462	248	1,057	68.8	7,192
Male.....	7,305	2,837	1,094	1,223	756	366	187	842	71.4	6,609
Female.....	953	228	100	159	94	96	61	215	48.9	583
Prince Edward Island.....	918	290	120	135	82	100	68	123	61.2	871
Male.....	607	228	77	86	44	53	35	84	69.2	628
Female.....	311	62	43	49	38	47	33	39	49.7	243
Nova Scotia.....	13,808	4,552	1,600	2,009	1,255	1,025	672	2,695	39.0	11,854
Male.....	10,826	3,840	1,264	1,483	950	738	469	2,082	39.7	9,780
Female.....	2,982	712	336	526	305	287	203	613	36.6	2,074
New Brunswick.....	11,564	4,413	1,453	1,614	1,174	781	555	1,574	53.1	12,844
Male.....	8,829	3,613	1,173	1,190	882	508	341	1,122	56.4	10,342
Female.....	2,735	800	280	424	292	273	214	452	42.7	2,502
Quebec.....	100,322	34,557	12,705	16,244	10,619	7,782	5,063	13,352	27.7	76,529
Male.....	70,150	25,809	9,365	11,558	7,342	5,151	3,030	7,895	29.4	55,421
Female.....	30,172	8,748	3,340	4,686	3,277	2,631	2,033	5,457	24.0	21,108
Ontario.....	120,875	46,257	16,238	18,852	9,848	7,013	5,367	17,300	25.2	95,444
Male.....	82,888	35,476	11,666	12,760	5,978	4,002	2,981	10,025	24.7	67,004
Female.....	37,987	10,781	4,572	6,092	3,870	3,011	2,386	7,275	26.4	28,440
Manitoba.....	10,518								26.6	8,777
Male.....	6,708								32.4	5,805
Female.....	3,810								16.5	2,972
Saskatchewan.....	6,248	NOT AVAILABLE							46.1	5,188
Male.....	4,118								53.5	3,740
Female.....	2,130								31.7	1,448
Alberta.....	13,604								32.1	11,724
Male.....	8,966								37.6	9,127
Female.....	4,638								21.6	2,597
British Columbia.....	37,415	14,068	5,084	5,756	3,459	2,576	1,961	4,511	26.3	37,582
Male.....	26,130	10,751	3,666	3,702	2,265	1,593	1,198	2,955	27.0	29,598
Female.....	11,285	3,317	1,418	2,054	1,194	983	763	1,556	24.7	7,984

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
OCTOBER, 1958**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,164	2,905	2,259	4,865	3,346	1,519	1,391
Prince Edward Island.....	426	281	145	356	273	83	137
Nova Scotia.....	8,906	3,937	4,969	8,707	6,919	1,788	1,653
New Brunswick.....	6,426	4,115	2,311	5,953	4,151	1,802	1,517
Quebec.....	52,661	31,302	21,359	49,689	37,792	11,897	12,596
Ontario.....	75,148	43,118	32,030	75,508	55,994	19,514	15,683
Manitoba.....	6,647	4,165	2,482	5,823	4,107	1,716	1,754
Saskatchewan.....	3,979	2,678	1,301	3,483	2,407	1,076	1,138
Alberta.....	8,805	5,396	3,409	7,450	5,483	1,976	3,073
British Columbia.....	23,053	12,828	10,225	23,317	16,457	6,860	5,361
Total, Canada, October 1958...	191,215	110,725	80,490	185,160	136,929	48,231	44,303
Total, Canada, September 1958	157,556	86,093	71,463	151,336	117,134	34,202	38,244
Total, Canada, October 1957...	167,363	97,249	70,114	152,273	118,252	34,021	47,030

* In addition, revised claims received numbered 26,479.

† In addition, 25,459 revised claims were disposed of. Of these, 2,167 were special requests not granted and 1,316 were appeals by claimants. There were 4,545 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

Source: Report on Operation of the Unemployment Insurance Act.

Beginning of:	Total	Employed	Claimants
1958—October.....	3,874,400	3,519,800	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,762,500	226,500

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1958

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Service
	November 1957	October 1958	November 1958					
(1) St. John's, Nfld.....	109.8	112.7	112.6	109.5	114.2	103.3	108.7	124.0
Halifax.....	121.2	123.7	124.3	118.3	131.8	116.0	126.4	132.7
Saint John.....	123.4	126.2	126.7	121.2	135.4	116.7	122.6	138.6
Montreal.....	123.8	126.6	127.2	128.2	143.0	107.8	118.6	133.2
Ottawa.....	124.4	126.4	126.5	121.3	146.4	113.0	119.5	133.5
Toronto.....	126.4	128.9	129.4	122.0	154.0	113.7	122.0	136.2
Winnipeg.....	121.2	123.5	123.8	121.7	131.0	116.6	118.0	130.2
Saskatoon—Regina.....	120.2	123.1	123.0	122.1	121.5	118.7	123.3	127.0
Edmonton—Calgary.....	119.9	122.4	122.7	120.1	125.1	115.7	121.0	130.0
Vancouver.....	123.6	126.7	127.5	125.6	137.8	114.7	128.7	131.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-NOVEMBER 1957-1958(a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	30,900	46,944	496,780	0.49
October.....	19	48	2,052	40,037	828,890	0.83
November.....	28	49	4,733	25,398	257,525	0.25
Cumulative Totals.....	255		99,724		2,589,015	0.22
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	42	7,044	14,532	187,450	0.19
September.....	28	49	11,031	20,650	190,045	0.18
October.....	22	48	9,337	14,107	128,275	0.13
November.....	16	38	8,493	12,321	119,125	0.11
Cumulative Totals.....	243		85,973		1,454,245	0.12

(a) 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. 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 for a short period of time is frequently not received until some time after its commencement.

(b) Strikes uncompleted at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS NOVEMBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-days November Accumulated				
In Progress Prior to November 1958							
MINING— Canadian Gypsum Co., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers, No. 294, C.I.C.	176(b)	2,815	Oct. 31 1957	Nov. 20	Wages, hours, union security and fringe benefits.	Increased wages and reduction in hours.
International Nickel Company of Canada, Sudbury, Port Colborne, Ont.	International Union of Mine, Mill and Smelter Workers, No. 598.	11,000	176,000	Sept. 24	.....	Wages, fringe benefits and other contract changes.	.....
MANUFACTURING— <i>Food and Beverages—</i> A. Keith and Sons and Oland and Sons, Halifax, N.S.	International Union of the United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 361, AFL-CIO/CLC.	162	3,240	Aug. 21	.....	Wages and union shop.	.....
<i>Iron and Steel—</i> Steel Company of Canada, Hamilton, Ont.	United Steel Workers of America, No. 1006, AFL-CIO/CLC.	8,077(c)	24,230	Aug. 11	Nov. 5	Wages.	Increase of 27.8 cents an hour spread over three years.
<i>Non-Ferrous Metal Products—</i> Deloro Smelting & Refining Co., Deloro, Ont.	United Steel Workers of America, No. 5375, AFL-CIO/CLC.	189	2,265	Oct. 10	Nov. 19	Wages.	Return of workers.
CONSTRUCTION— Toronto Builders Exchange, Toronto, Ont.	Operative Plasterers' and Cement Masons' International Association, AFL-CIO/CLC.	450(d)	1,350	Sept. 11	Nov. 6	Starting time and shift premium	Forty cents an hour spread over three years.
Lockerbie and Hole Western, Edmonton, Alta.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry, No. 488, AFL-CIO/CLC.	108	2,160	Oct. 20	.....	Wages and fringe benefits.	.....

Commencing in November 1958

LOGGING— MacMillan & Bloedel, Franklin River and Sprout Lake, B.C.	365	4,380	4,380	Nov. 17	Nov. 30	Hours.	Return of workers, further negotiations.
MINING— Coal— Dominion Coal Co., (No. 18 Colliery), New Waterford, N.S.	430	9,460	9,460	Nov. 5	Nov. 5	Dismissal of worker by overman.	
Dominion Coal Co., (No. 26 Colliery), Glace Bay, N.S.	900	900	900	Nov. 12	Nov. 13	Refusal to use equipment which was not inspected.	Return of workers, further investigation.
Metal— East Malartic Gold Mine, Maharuc, Que.	385	2,310	2,310	Nov. 17	Nov. 23	Wages.	An increase of 5 cents an hour, an additional paid statutory holiday.
Non-Metal— Quebec Lithium Corporation, Barrabuc, Que.	120	2,040	2,040	Nov. 7	Nov. 30	Wages.	Five cents an hour wage increase, one additional paid holiday, 2 year contract.
MANUFACTURING— Wood Products— Kooeenay Forest Products, Caglar Co., and Ainsworth, Castlegar and Nakusp, B.C.	525	2,625	2,625	Nov. 24	Nov. 24	Wages.	
Boundary Sawmills, Grand Forks Sawmill, Midway, B.C.	241	965	965	Nov. 25	Nov. 25	Wages, working conditions, union security.	
S. M. Simpson Co., Kelowna, B.C.	190	760	760	Nov. 25	Nov. 25	Wages, working conditions, union security.	
Iron and Steel— Sorel Industries, St. Joseph de Sorel, Que.	257	1,800	1,800	Nov. 20	Nov. 20	Wages, hours, fringe benefits.	
Transportation Equipment— Griffin Steel Foundries, St. Hyacinthe, Que.	141	2,395	2,395	Nov. 6	Nov. 6	Disciplinary dismissal of one worker, working conditions.	
CONSTRUCTION— Association of Master Plumbers, Edmonton, Alta.	291	5,530	5,530	Nov. 3	Nov. 3	Wages.	

TABLE G-2.—STRIKES AND LOCKOUTS NOVEMBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-days November/ Accumulated				
Commencing in November 1958—Concluded							
TRANSPORTATION, COMMUNICATION AND STORAGE— Trucking Association of Quebec, Montreal, Que.	International Brotherhood of Teamsters, Warehousemen and Helpers No. 106, CLC.	460	1, 610	Nov. 3	Nov. 6	Wages.	Increased wages and mileage allowance, spread over next three years.

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(b) 43 indirectly affected; (c) 378 indirectly affected.

(d) Approximately 14,500 workers previously involved in this dispute, returned to work on the morning of November 3, first working day of the month; as a result considerably less time loss was accounted for the last three days of the dispute.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1958 BY GROUPS OF INDUSTRIES AND CAUSES

Note: The methods of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....						1							1
Struck by.....	5	14	1	12	3	13	1	9	4		1		73
(a) Tools, machinery, cranes, etc.....	2		1	1	1	1		7					4
(b) Moving vehicles.....						6					1		20
(c) Other objects.....	3	14		10	6	11	1	2	3				49
Caught In, On or Between Machinery, Vehicles, etc.....	4	1		3	5	4							20
Collisions, Derailments, Wrecks, etc.....	15	4	2	9	5	6	1	20	5		5		72
Falls and Slips.....	6	4	5	1	6	26	2	6			4		60
(a) Falls on same level.....						1					1		2
(b) Falls to different levels.....	3	4	5	1	6	25	2	6			3		58
Conflagrations, Temperature Extremes and Explosions. Inhalation, Absorptions, Asphyxiation, etc.....	3			1	2	4		1		1	2		14
Electric Current.....	5	1			4	10	10	1	1		1		32
Over-exertion and Industrial Diseases.....						2							6
Miscellaneous Accidents.....			1					1	1		3		6
Total, Third Quarter—1958.....	38	24	9	28	37	71	14	41	13	1	19		295
Total, Third Quarter—1957.....	32	34	7	47	47	108	17	43	15		30		380

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1958

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1		2	1	15	2	3	8	6		38
Logging.....					2	5	1			16		24
Fishing and Trapping.....	2		2							5		9
Mining and Quarrying.....	1				4	11	2	3	1	3	3	28
Manufacturing.....	1			1	6	16	2	2	2	6		37
Construction.....	2		1	2	14	27	3	5	9	3		71
Public Utilities.....				1	2	4	2	2	3			14
Transportation, Storage and Communications.....	1			1	8	18	1	2	4	5	1	41
Trade.....				1		6	3	1		2		13
Finance.....					1							1
Service.....					2	6			1	10		19
Unclassified.....												
Total.....	7	1	4	8	39	109	16	18	28	61	4	295*

*Of this total 225 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 70 were obtained from other non-official sources.

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CANADA

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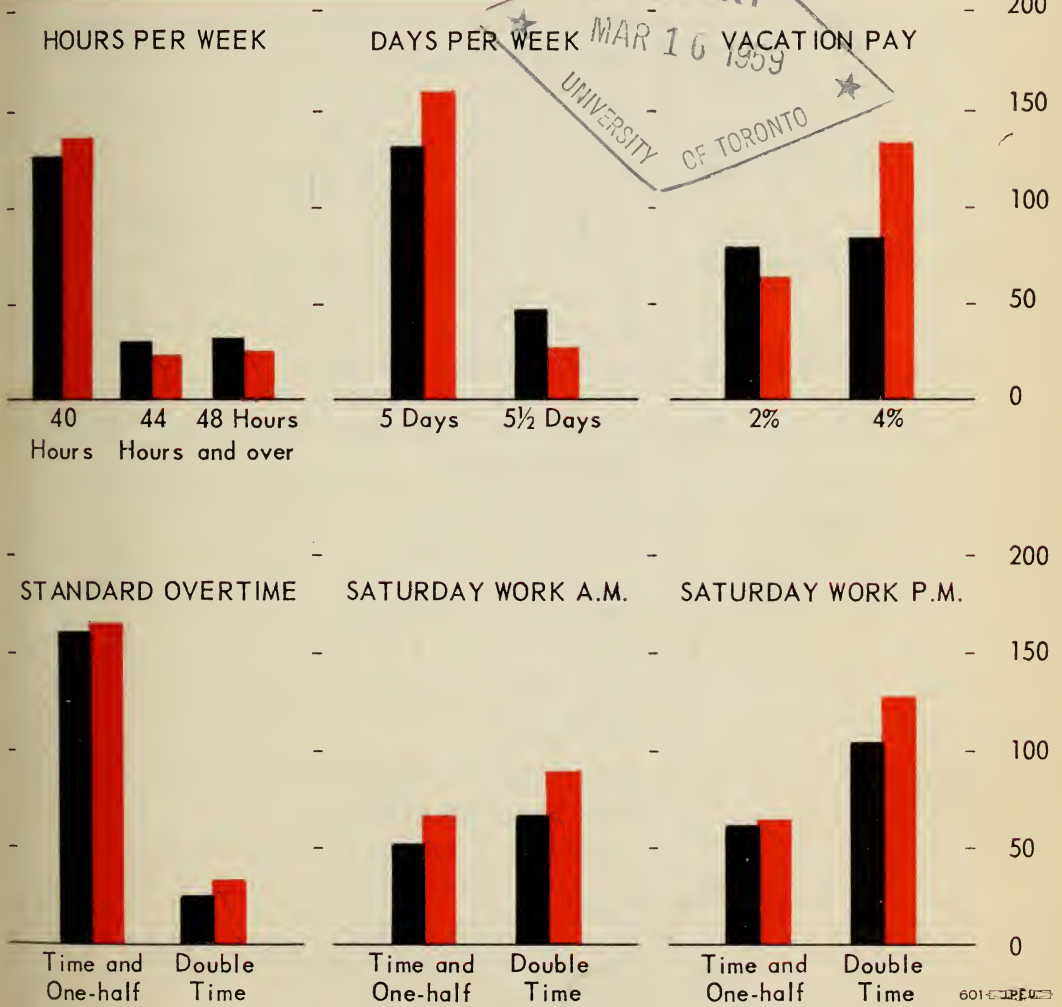
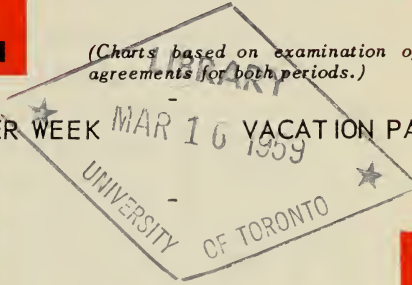
ABOUT AZETTE

15
Examination of COLLECTIVE AGREEMENTS FOR EIGHT CONSTRUCTION TRADES, in 36 localities across Canada, reveal substantial improvements in selected working conditions since 1954.....

■ 1954-55

■ 1958-59

(Charts based on examination of the same 278 agreements for both periods.)



Working Conditions, 8 Construction Trades (p. 178)

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CURRENT MANPOWER AND LABOUR RELATIONS REVIEW

ECONOMICS AND RESEARCH BRANCH

FEBRUARY 15, 1959

Current Manpower Situation

The usual winter layoffs resulted in an employment drop of 142,000 between early December and mid-January. This brought the estimated total of persons with jobs to 5,538,000, about 88,000 more than a year before. Seasonal slackness in trade, construction, agriculture and manufacturing accounted for most of the decline in January. In almost all of these industries (trade was an exception) the decline was relatively small. In fact, the total decrease was smaller than in any comparable month of the past four years. Non-farm employment was up some 119,000 and farm employment down 31,000 compared with January 1958.

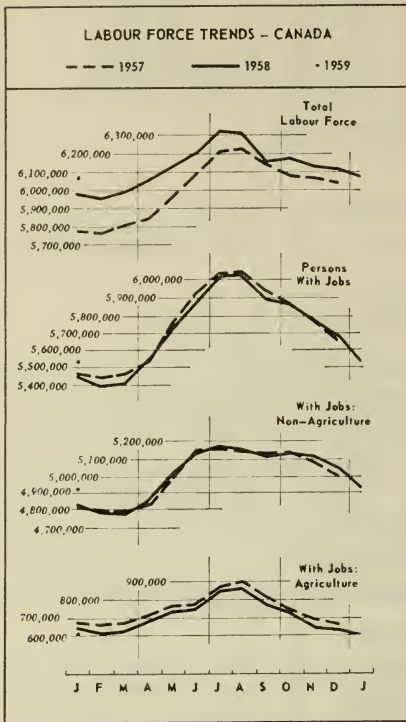
After correcting for seasonal changes, the employment estimate was for the first time above the previous high of September 1957. This rise represents a fairly sharp change from the fluctuating but generally stable level that prevailed in the last half of 1958. It reflects, in part, the upswing in activity following the fourth quarter strike settlements, particularly those involving the Steel Company of Canada and the International Nickel Company.

In addition, there are indications of a more general strengthening in demand. Labour income, on a seasonally-adjusted basis, rose more sharply in November than it has for more than a year and retail sales in the fourth quarter were 6 per cent higher than in the third quarter; motor vehicles played an important part in this rise, sales being up 18 per cent. Exports also showed some strengthening in the fourth quarter. In December there were substantial gains from a year earlier in exports of newsprint, woodpulp, lumber, zinc and uranium.

The increase in export and domestic demand for lumber, pulp and newsprint has reacted on the logging industry. In British Columbia particularly, logging employment is sharply higher than last year, and although most camps were shut down by the weather in January, an early upturn was expected. In Eastern Canada activity in the woods has been higher than last winter in most parts of Quebec but lower in other provinces.

As outlined more fully below, the construction industry has shown considerably more strength this winter than last. The main sustaining force continues to be the high level of housebuilding, but there are some signs of a pickup in the non-residential sector.

A fairly marked rise in the production of automobiles and other consumer goods, together with the strike settlements, has been the important source of improvement in the manufacturing employment picture.



The inventory reduction in over-all terms that had been in progress for about a year came to a halt in the last half of 1958. This is now helping the pick-up in business conditions. In consumer goods manufacturing generally, employers have expressed confidence that high levels of production and employment will continue during the first part of 1959. Less optimism prevailed among manufacturers of producer goods, notably in ship-building, railway rolling stock, aircraft, machinery and heavy electrical apparatus. Layoffs during January were small and scattered but few employers in these industries looked for large employment gains in the near future.

Unemployment, although still substantial, continued to rise more slowly than last year. The number of persons without jobs and seeking work was estimated to be 538,000 in January, 98,000 more than in December and 11,000 higher than a year earlier. The number seeking work was 8.9 per cent of the

labour force compared with 8.8 per cent a year earlier. Those on temporary layoffs numbered 39,000, some 13,000 fewer than a year ago. The number working less than a full week because of short time and turnover was down to 78,000 from 104,000 last January.

The relatively high level of unemployment that has prevailed since the beginning of 1958 is reflected in the current estimates of duration of unemployment. Out of the estimated total of 538,000 jobless in January 1959, some 151,000 or 28 per cent had been looking for work for more than three months, and 58,000 (11 per cent) had been seeking work for more than six months. A year earlier, 112,000 (21 per cent) had been seeking work for more than three months and 31,000 (6 per cent) for more than six months. Both years compared unfavourably with the busy winter of 1956-57; in January 1957, only 3 per cent of a much smaller total number of job seekers were out of work for more than six months.

Construction in 1958

Construction employment was maintained at a high level in 1958, despite the downward pressures in some sectors of the industry. The estimated value of all types of construction amounted to more than \$7 billion, an increase of 3 per cent over 1957. Construction employment averaged an estimated 433,000 for the year, down a little more than 2 per cent from the year before, but almost 4 per cent higher than in 1956.

The composition of the construction program changed considerably during 1958. Industrial and commercial structures and pipeline construction registered fairly sharp declines, reversing the pattern of the past few years. Residential and institutional building, on the other hand, showed prominent advances.

Housing accounted for 28 per cent of total construction expenditures in 1958. In the previous year this sector of construction constituted only 23 per cent of the total program. Housing starts soared to 163,000 units during the year, about 18 per cent higher than the previous record in 1955. Outlays for waterworks, sewers and land development increased markedly during 1958 as a direct result of the expansion in housing.

Weaknesses in the resource-based industries were responsible for a sharp decline in investment in the business sector. Outlays in the forest and mineral products industries were only about half as large as in 1957. Fuel and power showed a more moderate decline of 11 per cent. It will be remembered that these four industry groups were principally responsible for the investment expansion during 1956 and 1957. The recent decline in investment in the commodity-producing industries was brought about by an easing in world demand for

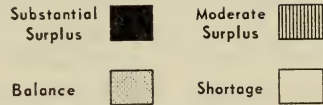
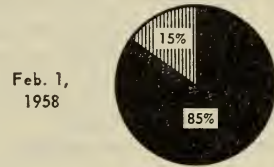
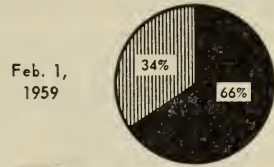
certain primary manufactured products, notably base metals. Consequently, any upturn in this sector of construction will be conditioned to a considerable extent by external influences. Outlays for fuel and power facilities declined during 1958, projects undertaken during the year not being as large as those which were completed.

Public works expenditures were an important source of employment strength during the past year. Outlays by federal, provincial and local governments were estimated to have risen close to 7 per cent over the previous year. Larger expenditures by government enterprises and increased outlays on municipal waterworks, sewage systems, bridges and government office buildings accounted for most of the increase. Street and highway construction, which accounts for more than one-third of total investment in the public sector, was maintained at much the same level as in previous years.

The shift in emphasis in the type of construction carried out in 1958 was accompanied by important regional and local changes in the distribution of the program. Urban development accounted for a larger share of total construction expenditures last year, in contrast with rural and resources development, which highlighted the investment pattern of earlier years. These changes in the make-up of the program provided a more uniform distribution of job opportunities and resulted in a greater utilization of local labour.

The construction labour force showed a more normal growth pattern in 1958 after the rapid rate of expansion in the previous year, an expansion made possible, in part, by heavy immigration and, in part, by the relatively high wage scale prevailing in the industry. Average hourly earnings in building and engineering construction rose to \$1.93 in 1958, which was 28 cents higher than average hourly earnings in manufacturing.

DISTRIBUTION OF PAID WORKERS IN THE FOUR LABOUR MARKET CATEGORIES



Current Situation and Outlook

While average employment in the construction industry was slightly lower in 1958 than in 1957, the decline this winter has been much smaller. By mid-January 1959, the number of workers employed in construction was estimated to be 9,000 higher than at the corresponding date last year, and unemployment among construction workers was considerably lower than a year earlier. At the end of the month the number of construction workers registered at National Employment Service offices was 4,000 lower than a year before; the reduction was most apparent among skilled workers.

A record carryover of housebuilding contributed largely to the recent strengthening in construction activity. At the turn of the year the number of housing units under construction was almost one-quarter higher than the year before. Housing starts continued at a high rate, which fact is of particular importance to employment prospects later this winter. The winter work programs of the federal, provincial and municipal governments provided additional employment support. One aspect of the federal government's Winter Work Program is the building of 20 fishing "community stages" in Newfoundland at a total cost of about \$500,000. Other projects include the construction of 65 small post offices at various centres across the country. The winter work program of Defence Construction Limited was estimated to be 25-30 per cent larger than last year. Municipal winter work projects are expected to provide jobs for some 25,000 additional workers this season.

The outlook for 1959 is for a construction program not very different from last year in volume. The record volume of new houses started in recent months assures a high level of employment in this large section of the construction industry through most of the year. The increase in new houses, in turn, will necessitate additional outlays on community services, roads and highways, commercial enterprises and institutions. Expansion will be slowed down by the completion of such projects as the St. Lawrence Seaway, the Trans-Canada pipeline and uranium mining developments, and the reduced number of large new projects to replace them. However, significant gains in investment have been apparent in other parts of the business sector; these may well become more widespread as recovery in Canada and the United States gains momentum.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Feb. 1, 1959	Feb. 1, 1958	Feb. 1, 1959	Feb. 1, 1958	Feb. 1, 1959	Feb. 1, 1958	Feb. 1, 1959	Feb. 1, 1958
Metropolitan.....	8	10	4	2	—	—	—	—
Major Industrial.....	18	20	8	6	—	—	—	—
Major Agricultural.....	8	9	6	5	—	—	—	—
Minor.....	44	47	13	10	1	1	—	—
Total.....	78	86	31	23	1	1	—	—

* See inside back cover, October 1958 issue.

Current Labour Statistics

(Latest available statistics as of February 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 17	6,076,000	- 0.7	+ 1.7
Total persons with jobs.....	Jan. 17	5,538,000	- 2.5	+ 1.6
At work 35 hours or more.....	Jan. 17	4,825,000	- 1.2	+ 2.8
At work less than 35 hours.....	Jan. 17	532,000	- 14.8	- 4.7
With jobs but not at work.....	Jan. 17	181,000	+ 5.2	- 8.6
With jobs but on short time.....	Jan. 17	54,000	+ 20.0	- 29.0
On temporary layoff for the full week.....	Jan. 17	40,000	+ 48.1	- 23.1
Persons without jobs and seeking work.....	Jan. 17	538,000	+ 22.3	+ 2.1
Persons with jobs in agriculture.....	Jan. 17	605,000	- 4.4	- 4.9
Persons with jobs in non-agriculture.....	Jan. 17	4,933,000	- 2.3	+ 2.5
Total paid workers.....	Jan. 17	4,480,000	- 2.6	+ 2.5
<i>Registered for work, NES (b)</i>				
Atlantic.....	Jan. 15	104,700	+ 46.0	- 4.9
Quebec.....	Jan. 15	249,000	+ 41.6	- 0.9
Ontario.....	Jan. 15	230,100	+ 28.9	- 1.4
Prairie.....	Jan. 15	104,900	+ 31.9	- 3.3
Pacific.....	Jan. 15	87,000	+ 26.6	- 12.8
Total, all regions.....	Jan. 15	775,700	+ 35.1	- 3.4
<i>Claimants for Unemployment Insurance benefit.....</i>				
Amount of benefit payments.....	Dec. 31	714,954	+ 70.5	- 3.9
Industrial employment (1949 = 100).....	Dec. 1	119.1	- 0.8	- 2.8
Manufacturing employment (1949 = 100).....	Dec. 1	109.6	- 0.5	- 3.3
<i>Immigration.....</i>				
Destined to the labour force.....	1st 9 mos.	100,131	-	- 59.0(c)
	1st 9 mos.	52,455	-	- 61.3 (c)
<i>Conciliation Services</i>				
Number of cases in progress.....	November	845	- 2.7	+ 35.6
Number of workers involved.....	November	216,224	+ 6.3	+ 163.2
<i>Strikes and Lockouts</i>				
No. of strikes and lockouts.....	January	38	+ 22.6	+ 65.2
No. of workers involved.....	January	13,739	+ 75.8	+ 46.7
No. of days lost.....	January	158,730	- 34.7	- 6.6
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Dec. 1	\$71.56	+ 0.6	+ 3.4
Average hourly earnings (mfg.).....	Dec. 1	\$1.67	+ 1.0	+ 2.3
Average hours worked per week (mfg.).....	Dec. 1	40.9	+ 0.2	+ 0.7
Average weekly earnings (mfg.).....	Dec. 1	\$68.38	+ 1.3	+ 3.0
Consumer price index (av. 1949 = 100).....	Jan. 1	126.1	- 0.1	+ 2.2
Real weekly earnings (mfg. av. 1949 = 100).....	Dec. 1	129.9	+ 1.3	+ 0.5
Total labour income..... \$000,000	November	1,386	- 0.3	+ 3.0
<i>Industrial Production</i>				
Total (average 1949 = 100).....	December	148.2	- 6.9	+ 3.9
Manufacturing.....	December	132.6	- 8.8	+ 3.9
Durables.....	December	130.2	- 6.7	+ 1.2
Non-Durables.....	December	134.6	- 10.5	+ 6.2

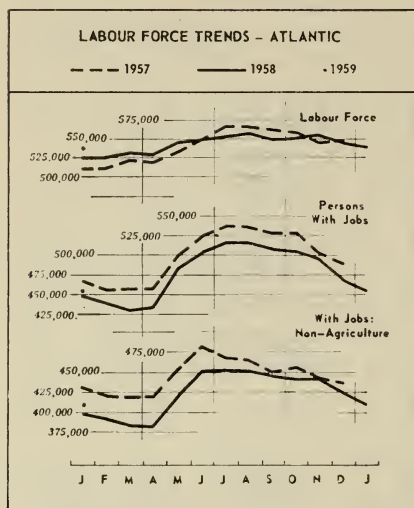
(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October issue.

(b) See inside back cover, October issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Manpower Situation in Local Areas

ATLANTIC



A further employment decline occurred in the Atlantic region during January as the level of seasonal activity approached its annual low point. The construction industry accounted for most of the employment decline during the month, though seasonal slackening also occurred in fishing and certain parts of manufacturing. Strike activity interrupted logging operations in Newfoundland, principally in the Grand Falls area where the dispute resulted in the closure of all logging camps operated by the Anglo-Newfoundland Development Company. Elsewhere in the region the logging industry was quite active. Total manufacturing employment changed very little during the month as employment expansion in the transportation equipment industry was largely offset by a number

of small layoffs in other parts of manufacturing.

Persons with jobs were estimated at 456,000 in mid-January, some 12,000 fewer than in mid-December but 7,000 more than a year before. The year-to-year employment gain was largely concentrated in forestry and construction. Manufacturing employment continued below the corresponding date in 1958 owing to weaknesses in the pulp and paper and steel products industries.

Unemployment increased more slowly in January than in the same month last year. The increase in unemployment was fairly evenly distributed throughout the region. At February 1, the area classification was unchanged from a month earlier and a year before. Nineteen of the 21 areas were in the substantial surplus category; two were in moderate surplus.

Local Area Developments

Halifax (metropolitan) remained in Group 2. Employment held up fairly well in this area despite severe winter weather conditions. The construction industry was more active than a year ago and prospects were good that this trend would continue. Municipal winter work projects together with a heavy carry-over of work under construction at the end of 1958 resulted in total construction employment being about 5 per cent higher than a year earlier. Lumber production reached a somewhat higher level than last year, principally because of an improvement in the domestic lumber market. Total manufacturing employment changed little during the month; it was at about the same level as a year ago. The Halifax shipyards recalled some 150 workers in January but the improvement in this industry was largely offset by lay-offs at the local pulp mill.

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY 1, 1959

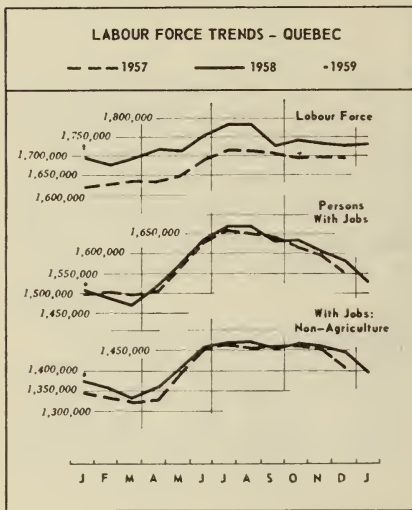
	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton HAMILTON ← Montréal Québec-Lévis St. John's Vancouver-New Westminster WINNIPEG ← Windsor	Calgary Halifax Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Farnham-Granby Ft. William-Pt. Arthur Joliette Lac St.-Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or SARNIA ← Shawinigan Sherbrooke Sudbury Sydney TIMMINS-KIRKLAND LAKE ← Trois-Rivières	Brantford Guelph Kingston Kitchener London Oshawa Saint John Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown CHATHAM ← LETHBRIDGE ← North Battleford PRINCE ALBERT ← Rivière-du-Loup Thetford Mines-Megantic- St.-Georges Yorkton	Barrie Brandon Moose Jaw Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois BELLEVILLE-TRENTON ← Bracebridge Bridgewater Campbellton CENTRAL VANCOUVER ISLAND ← Chilliwack CRANBROOK ← Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls KAMLOOPS ← Kentville LACHUTE-STE- THERÈSE ← LINDSAY ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Ste.-Agathe-St.-Jérôme St. Stephen SAULT STE. MARIE ← SIMCOE ← Summerside Sorel TRAIL-NELSON ← Truro Valleyfield Victoriaville Weyburn Woodstock, N.B. Yarmouth	Brampton Drumheller Galt Goderich Listowel Medicine Hat St.-Hyacinthe St.-Jean St. Thomas Stratford Swift Current Walkerton Woodstock-Ingersoll	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover, October 1958 issue.

St. John's (metropolitan) remained in Group 1. Seasonal staff reductions in the construction industry resulted in a sharp increase in unemployment. While the volume of construction planned for this winter was substantially larger than last year, weather conditions hampered building activity throughout the area during January. Manufacturing employment showed little over-all change during the month as layoffs at the local paper products plant were offset by renewed activity in textiles. Some 65 workers were released by Atlantic Hardboard Industries Limited following a fire which completely destroyed the plant. Total industrial employment was virtually the same as the year before.

Saint John (major industrial) remained in Group 2. Employment increased and unemployment declined during January following an upturn in activity at the Saint John Dry Dock. The construction industry was another major source of strength. Registrations of construction workers declined during the month, reversing the usual pattern at this time of year. The year-to-year comparison shows a 19-per-cent decline in registrations of construction workers. The over-all employment situation showed considerable improvement over a year ago.

QUEBEC



In the week ending January 17, 1959, the number of persons with jobs in the Quebec region was estimated at 1,527,000, some 51,000 fewer than in the previous month but 16,000 more than in the previous year. Most of the decline during January occurred in non-farm industries.

Unemployment increased during the month and remained at a higher level than a year ago. Seasonal declines in outdoor activities were mainly responsible for the over-all drop in employment during the month. Severe weather conditions generally reduced construction activity, affecting both road and bridge building and new housing. The number of residential units under construction,

however, was much higher than a year ago. In forestry, employment remained higher than in the previous year, in spite of adverse weather conditions which caused operations to slow down in many areas. Conditions in the textile industry showed further improvement as activities in both primary and secondary textile plants increased. Weaknesses continued in machinery manufacturing, aircraft, railway rolling stock and electrical apparatus industries. On the other hand, there was some rehiring in primary iron and steel plants and in shipbuilding.

Employment in Quebec has been maintained at a fairly stable level during the past few months as the result of significant gains in some of the major industries. Forestry, in particular, has shown surprising strength. From November on, employment in this industry was higher than a year earlier, though

still low in relation to previous years. However, the increase in November and December (contrasting with the declines of the same months last winter) did much to ease unemployment in rural areas.

The gain in forestry employment reflected increased export of pulp and paper and reduced inventories. A substantial strengthening has taken place in newsprint production, which was 1 per cent lower than a year earlier in October but almost 10 per cent higher in December. Increased activity in the pulp and paper industry was also reflected in longer hours worked. In October the number of weekly hours worked in the industry was one hour less than a year earlier, but by December the work week was one hour longer.

Textiles was another industry which has shown much improvement. Although in October employment was more than 3.5 per cent down from a year earlier, this difference had been almost eliminated by December, and the average work week showed a gain of one-half hour over the year. Reports from all textile areas in the province indicate that during January the usual winter layoff period was much shorter than last year.

At the beginning of February the classification of the 24 areas in the region was as follows (last year's figures in brackets): in substantial surplus 22 (23); in moderate surplus 2 (1).

Local Area Developments

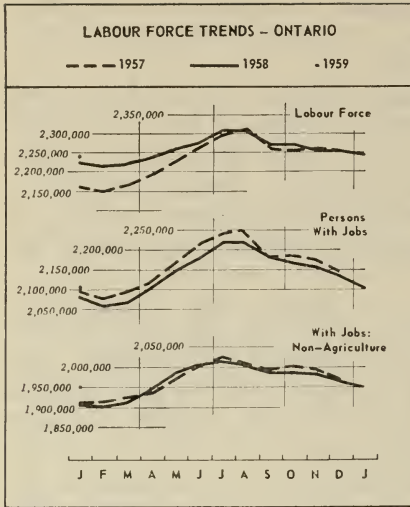
Montreal (metropolitan) remained in Group 1. Unemployment rose in Montreal during the month and was higher than last year at this time. During the last quarter of 1958, employment, seasonally adjusted, remained almost stationary in Montreal, mainly because higher activity in construction offset continuing weaknesses in some manufacturing industries. Although machinery manufacturing, railway rolling stock, electrical apparatus and aircraft production declined further, primary and secondary textile plants showed improvement.

Quebec (metropolitan) remained in Group 1. Due to seasonal factors, unemployment increased in the Quebec area but was lower than a year ago. Industrial employment increased markedly during the last quarter of 1958. Greatly increased activity in forestry and a high level in construction were the main contributing factors.

ONTARIO

Employment in Ontario declined during the month but the rate of decline was much lower than a year earlier. The number of persons with jobs at January 17 was estimated to be 2,102,000, a drop of 30,000 from the previous month but some 22,000 more than a year ago. More than half of the month-to-month decline occurred in non-agricultural industries; over the year, however, non-agricultural employment has risen by 40,000 while farm employment has declined by 18,000. Unemployment increased during the month but, for the first time in almost two years, was fractionally lower than a year earlier.

The decline in employment during the month was almost entirely of a seasonal nature. Severe weather conditions sharply curtailed outdoor activities, resulting in a decline in construction, particularly in the residential sector. Nevertheless, housebuilding in Ontario was at a high level for this time of year. In most areas construction activity is expected to pick up sharply as soon as weather conditions permit. Employment cutbacks also took place in trade,



following the Christmas and New Year high-employment season. Manufacturing continued its upward trend, although it has not yet recovered all the ground lost since last year.

The general economic picture appears to be brighter than in January last year. Among the leading industries which report continuous monthly gains, the primary steel industry shows the most noticeable recovery; at the end of January, this industry was operating at nearly 90 per cent of capacity. In the iron and steel products group, home appliances and small machinery and equipment showed new strength, and production of agricultural implements continued at a high level. The auto-

setback, due to a strike at Chrysler's Windsor plant; as a result, January output declined from the previous month but nevertheless was 5 per cent above last year's level. The most notable negative development of the month was the closing down of part of the uranium mines at Elliot Lake, due to overproduction.

Local Area Developments

Metropolitan Areas with Unchanged Classification: Toronto (Group 2)—Adverse weather conditions were mainly responsible for an increase in registrations at National Employment Service offices during the month, which were, however, lower than a year ago.

Employment in manufacturing improved. In the iron and steel industry there was increased activity in fabricated steel, agricultural implements, boiler and sheet metal production, whereas layoffs occurred in iron casting plants. The radio parts and home appliances industries were active. **Ottawa-Hull (Group 2)**—Unemployment increased during the month and was slightly higher than a year ago. The increase was mainly due to severe weather conditions, which reduced activity in construction and forestry. The other industries showed little change. Employment in the area was about the same or slightly higher than last year. **Windsor (Group 1)**—Unemployment declined during the month and showed a sharp drop from last year. A strike at the Chrysler plant made nearly 3,600 workers temporarily idle. More workers were employed on construction jobs this year than at the same time a year ago.

Metropolitan Area Reclassified from Group 2 to Group 1: Hamilton—Unemployment increased during the month, mainly as a result of declines in construction activity. In spite of this decline, the general economic situation showed improvement and total employment was higher than the year before. There were no large layoffs, and near the end of the month the demand for labour was on the increase. Signs of new strength were noticeable particularly in the iron and steel industry.

Major Industrial Areas Reclassified from Group 2 to Group 1: Sarnia and Timmins-Kirkland Lake—Seasonal declines in construction, transportation and

fishing, and a temporary drop in forestry operations, brought the areas into the substantial surplus category.

Chatham (major agricultural) was reclassified from Group 2 to Group 1 due to a seasonal slowdown in construction, agriculture and food processing.

Minor Areas Reclassified from Group 2 to Group 1: *Belleville-Trenton, Lindsay, Sault Ste. Marie and Simcoe.*

PRAIRIE

The advance of winter was accompanied by unusually severe weather in January. In spite of this, the seasonal decline in employment was appreciably smaller than at the same time last year. The estimate of total employment on January 17, at 961,000, was lower by 27,000 than the figure for the month before but up by 33,000 from the same time a year earlier. The year-to-year gain in non-agricultural employment was 38,000.

Construction, although hindered by the prolonged adverse weather conditions, remained at a much higher level of activity than last year. It continued to be a major factor in the recovery of total employment. Employment in the trade, service, and finance occupations held the gains made through the past year. Manufacturing generally remained stable during the month.

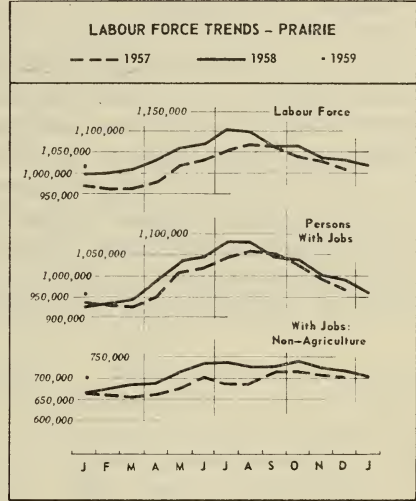
Oil production continued strong in the eastern half of the region and a comeback in Alberta began to make itself felt. Exploitation of other minerals also held steady at the higher rates achieved in 1958, a year in which Saskatchewan moved into fourth place in total mineral production by provinces. Coal production in the Crowsnest Pass district increased seasonally.

Enrolment at vocational training institutions in all provinces was heavy. Workers were taking advantage of the opportunity to acquire skills in welding, automobile maintenance, and other trades in which shortages exist. Participation by unemployed civilians in the Dominion-Provincial Vocational Training Plan was 70 per cent higher at the beginning of the month than a year earlier. The total to receive training in the 1958-59 term is 43 per cent above the preceding term.

Unemployment increased much less in January than in the same month of 1958, and at month-end was decidedly smaller. The January reclassification of the 20 labour market areas in the region placed three into categories denoting increased unemployment. On February 1 the classification was as follows (last year's figures in brackets): in substantial surplus 11 (15); in moderate surplus 9 (5).

Local Area Developments

Calgary (metropolitan) remained in Group 2. Employment was sustained by the very high rate of construction, estimated to be 13 per cent higher than a year earlier. The severe weather increased the demand of livestock farms for



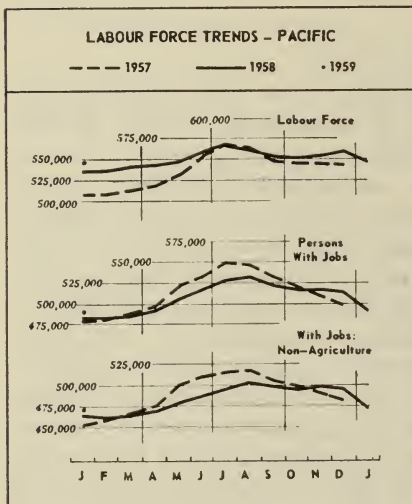
workers. Shortages of some skilled workers such as mechanics, draughtsmen and surveyors persisted.

Edmonton (metropolitan) remained in Group 1. Except for some seasonal slackening in activity there was little change in the month. The weather and a local labour dispute affected construction, and the volume of meat processing was slightly reduced. Forestry in the neighbouring districts held up well and sawmills were working two shifts. Sawyers and edgemen were in short supply.

Winnipeg (metropolitan) was reclassified from Group 2 to Group 1. The surplus of construction workers increased in the month and retail and mail-order establishments reduced staffs after stock-taking and early clearance sales were completed. An increase of about 50 per cent in the value of field crops harvested in Manitoba was reflected in an improved employment situation in Winnipeg. Registrations at the National Employment Service office were 11 per cent lower at the end of January than a year earlier.

Fort William-Port Arthur (major industrial) remained in Group 1. Forestry employment continued low, and some railway and terminal elevator workers were released because of reduced grain shipments from the prairies. Unemployment was higher than at the beginning of 1958.

PACIFIC



A heavy snowfall caused a sharp cutback in logging and other outdoor activities during December and January. Employment prospects for the spring were considerably brighter than last year. At mid-January employment was estimated to be 492,000, down 22,000 from December but up 10,000 from a year ago. A large part of the increase over last year was in forestry and lumber production, which along with housebuilding and municipal works have been the main contribution to the relatively strong demand for labour this winter. Employment in most other industries, including non-residential construction, shipbuilding, and iron and steel products, was well down from a year earlier and no early improvement is foreseen.

Average employment in manufacturing (adjusted for strikes) during 1958 was 6 per cent lower than 1957. This gap had been virtually removed at the year-end, and reports from the region indicate little change in this relative position during January. Sawmills and plywood manufacturing plants continued to operate at as close to capacity as the weather would allow, except in the eastern parts of the region where labour disputes closed down a number of operations. There was some minor improvement in the pulp and paper industry during January, one plant reopening after a lengthy shutdown. In the shipbuilding industry a number of provincial and federal government orders have improved the employment outlook, although the rehiring of

workers in any significant volume was still some months away. Some rehiring was reported at the smelting plants in Trail and Kitimat, although staffs in both areas were still below the level of last year.

Unemployment in the area passed its peak during the month. It was considerably lower last winter in Vancouver and the logging areas of Vancouver Island, but about the same or slightly higher elsewhere. The classification of the 11 labour market areas in the region at the beginning of February was the same as a year earlier; in substantial surplus 9; in moderate surplus 1; in balance 1.

Local Area Developments

Vancouver (metropolitan) remained in Group 1. The number of registrations at the three National Employment Service offices in the area reached a peak at mid-month and declined slightly thereafter. Loggers who had moved away from Vancouver during the winter shutdown were being recalled and forecasts by most major employers in the lumber industry indicated continued gains in 1959. Foundries, machine shops and sheet metal firms were operating well below capacity; short work weeks were in effect in several plants. The period was marked by the opening of a new plant producing pipe and other copper products; the initial complement was 125 workers.

Victoria (major industrial) remained in Group 2. Employment in December was somewhat lower than last year; layoffs in shipbuilding offset gains in lumber manufacturing. Building construction was brought to a halt by snowfall and heavy rain early in the month, but was underway again at month-end; plasterers and skilled bench hands were in short supply. There was a further layoff of 125 men at two shipyards in the area. Work on new shipbuilding contracts is in progress but no significant buildup of employment is expected for some weeks. Logging operations were almost back to normal at the end of the month. Sawmills, shingle mills and plywood plants were all at a high level of production. Unemployment was slightly higher than last January.

THE BARGAINING SCENE FEBRUARY 15, 1959

Bargaining Units of 1,000 or More Employees

January 1, 1959 to March 31, 1959

	<i>Agreements</i>	<i>Workers</i>
In Negotiations and Terminating in Period	96	251,000
Bargaining carried over from December	62	176,195
Terminating in period Jan. 1-March 31	34	74,805
Settlements Achieved Jan. 15-Feb. 15	14	53,835
Negotiations Continuing at Feb. 15	73	176,833
Bargaining in progress	43	97,855
Conciliation in progress	19	49,368
Post Conciliation	2	6,004
Work Stoppage	3	7,200
Arbitration	6	14,406
Negotiations not yet begun	9	20,332

Labour-Management Relations

General Review

Two- and three-year agreements were the rule in recent settlements affecting 1,000 or more employees. Most of these agreements provided a combination of an immediate increase in pay plus one or more deferred increases, while some embodied increases retroactive to a date many months ago in 1958. Important agreements were reached in the stevedoring, pulp and paper, hydro electric power, railway transportation, automobile, farm implement, clothing manufacturing, and other industries.

In contrast were two strikes, each affecting at least 1,000 workers, which began last December and continued over the period under review. They were in radio-television broadcasting and in logging.

Recent Settlements

A major settlement was the recent agreement between the Ontario Hydro Electric Power Commission and the Ontario Hydro Employees' Association, an affiliate of the National Union of Public Service Employees. The agreement, affecting approximately 11,000 employees, was made retroactive to April 1, 1958. Tradesmen received a retroactive wage increase of 1½ per cent, followed by a further 2 per cent effective from January 1, 1959, and ½ per cent later this year. Salaried employees will also receive a series of percentage increases, all but the first of which are tied in with the implementation of a job evaluation plan.

The United Automobile Workers union was involved in two important settlements in the period under review. The agreement with the Chrysler Corporation was reached after a seven-day strike. The sole cause of the walkout was apparently the company's wish to retire employees between the ages of 60 and 65 at its discretion. Management finally agreed that age alone would not be the cause for such retirement. Like the Ford and General Motors settlements, the agreement, expiring November 15, 1961, provides annual increases over the next three years of 6 cents an hour or 2½ per cent, whichever is greater, and the cost-of-living formula has been altered to allow a one-cent increase in wage rates for every six tenths of a point increase in the consumer price index, rather than for every seven tenths of a point as in the past.

Bargaining Status of Major Agreements Reviewed, February 15, 1959

B = Bargaining. P/C = Post Conciliation. C = Conciliation. W/S = Work stoppage. A = Arbitration. Ex = Negotiations Expected. Brackets indicate information not confirmed.

Company and Location	Union	Status	
		Jan. 15-Feb. 15	
Abitibi Power and Paper Co., Ontario.....	Carpenters.....	C	C
Anacanda American Brass Co., New Toronto..	U.A.W. No. 339.....	B	C
Alberta Government Telephones.....	I.B.E.W.....	(B)	(B)
Anglo-Newfoundland Development Co.....	I.W.A.....	W/S	W/S
Atomic Energy of Canada, Chalk River, Ont...	Various Unions.....	—	Ex
Avro Aircraft, Malton, Ont.....	Machinists.....	B	B
Avro Aircraft, Malton, Ont.....	Machinists.....	C	C
B.C. Telephone Co.....	Telephone Workers.....	—	Ex.
Bowater's Newfoundland Pulp and Paper, Corner Brook, Nfld.....	Various Unions.....	W/S	C
Canadair Ltd., St. Laurent, Que.....	Machinists.....	B	C
Canadian Broadcasting Corporation.....	ARTEC.....	—	Ex
Canadian Broadcasting Corporation.....	NABET.....	C	C
Canadian Cannery (Western) Ltd., Vancouver..	Packinghouse Workers.....	B	B
Canadian Car and Foundry Ltd., Montreal....	Railway Carmen.....	C	C

Company and Location	Union	Status	
		Jan. 15-Feb. 15	
Canadian Cottons Ltd., Cornwall and Hamilton	T.W.U.A.....	B	B
Canadian Lithographers Association, Eastern Canada.....	Lithographers.....	C	(C)
Canadian National Railways.....	Locomotive Engineers.....	—	Ex
Canadian National Railways.....	Firemen and Enginemn.....	—	Ex
Canadian Pacific Railway.....	Railroad Trainmen.....	—	Ex
Canadian Pacific Railway.....	Firemen and Enginemn.....	C	C
Canadian Vickers Ltd., Montreal.....	Vickers Employees CCCL.....	A	A
Canadian Vickers Ltd., Montreal.....	Various AFL Unions.....	A	C
Canadian Westinghouse, Hamilton, Ont.....	U.E.....	P/C	P/C
City of Calgary.....	N.U.P.S.E.....	B	B
City of Edmonton.....	N.U.P.S.E.....	B	B
City of Montreal.....	Muni. Empl. CCCL.....	B	B
City of Vancouver.....	Civic Employees Union.....	B	B
City of Winnipeg.....	N.U.P.S.E.....	—	B
Consolidated Mining and Smelting, Trail, B.C.	Mine Mill.....	B	B
Consolidated Mining and Smelting, Kimberley, B.C.....	Mine Mill.....	B	B
Dominion Engineering Works Ltd., Lachine Que.....	Machinists.....	—	B
Dominion Coal Co. Ltd., Nova Scotia.....	Mine Workers.....	B	B
Dominion Rubber Co. Ltd., St. Jerome, Que...	Federal Rubber Workers.....	C	C
Dominion Textile Co. Ltd., Montreal.....	U.T.W.A.....	A	A
Dominion Wabana Ore Ltd., Bell Island, Nfld.	Steelworkers.....	B	B
Edmonton Builders Exchange.....	Carpenters.....	—	B
Edmonton Labour Bureau.....	Plumbers.....	W/S	W/S
Falconbridge Nickel Mines Ltd.....	Mine Mill.....	C	C
Firestone Tire and Rubber of Canada, Hamilton	United Rubber Workers.....	B	C
Garment Mrs. Ass'n of Western Canada, Winnipeg.....	Clothing Workers.....	B	(B)
General Contractors Association, Vancouver, Edmonton and Calgary.....	Hod Carriers and Carpenters.....	—	B
Goodyear Tire and Rubber Co. of Canada, New Toronto, Ont.....	United Rubber Workers.....	B	B
Hamilton General Hospital.....	N.U.P.S.E.....	Ex	B
Heavy Construction Association, B.C.....	Engineers.....	B	B
Heavy Construction Industry, Vancouver, B.C.	Teamsters.....	—	B
H.J. Heinz of Canada Ltd., Leamington, Ont...	Packinghouse Workers.....	B	B
Hollinger Consolidated Gold Mines, Timmins.	Steelworkers.....	P/C	P/C
John Inglis Company Ltd., Toronto.....	Steelworkers.....	B	(B)
Lakehead Builders Exchange.....	Carpenters.....	—	B
Lakehead Terminal Elevators Association....	Steamship Clerks.....	C	C
Labour Relations Association (St. Lawrence Seaway Project), Ont.....	Allied Construction Council.....	Ex	Ex
Manitoba Telephone System.....	Telephone Workers.....	—	Ex
Metropolitan Board of Commissioners of Police, Toronto.....	Police Association.....	—	B
McIntyre Porcupine Mines Ltd., Schumaker, Ont.....	Steelworkers.....	C	C
Montreal Cottons Limited.....	U.T.W.A.....	A	A
Northern Electric Co. Ltd.....	Office Employees.....	B	B
Northern Interior Lumbermens Ass'n. Prince George, B.C.....	I.W.A.....	W/S	W/S
Okanagan Ferry Shippers Assoc. Kelowna, B.C.	Federation of Fruit and Vegetable Workers.....	A	A
Old Sydney Collieries Ltd.....	Mine Workers.....	B	B
Orenda Engines Ltd., Malton, Ont.....	Machinists.....	C	C
Orenda Engines Ltd., Malton, Ont.....	Machinists.....	C	B
Polymer Corp. Ltd., Sarnia.....	Oil, Chemical and Atomic Workers	C	C
Province of Saskatchewan.....	Civil Servants CLC.....	B	B
Province of Saskatchewan.....	Civil Service Ass'n.....	—	Ex
Quebec Hydro Electric Commission.....	Employees Ass'n.....	—	B
Saskatchewan Government Telephones.....	Communication Wrks.....	B	B
Shawinigan Chemical Ltd., Shawinigan Falls.	Chemical Workers, CCCL.....	A	A
Toronto General Hospital.....	Building Service Employees.....	B	C
Vancouver Labour Bureau.....	Plumbers.....	—	B
Vancouver Automobile Dealers (various).....	Machinists.....	—	Ex
Vancouver Contractors (various).....	Painters and Decorators.....	—	B
Various Dairies, Toronto.....	Teamsters.....	Ex	B
Various Moving and Storage Cos., Vancouver..	Teamsters.....	C	(C)

The settlement between the UAW and Massey-Ferguson, Limited, manufacturers of farm implements, is similar in most respects to the agreements recently reached with the three major automobile manufacturers. As in the auto settlements, the agreement lasts for three years and provides three 6-cent increases over the term of the agreement for assembly and piece workers, although higher increases are provided for labourers, truckers and skilled trades. Falling in line with the auto industry patterns, the company has agreed to pay the full cost of the hospital-medical insurance plan (including the cost of the Ontario Hospital Plan), and has included a cost-of-living formula similar to the one just obtained at the Chrysler Corporation. A pension plan based on that in force at General Motors was introduced, while the supplementary unemployment benefit plan is similar to that in force in the automobile industry. The agreement affects approximately 2,600 workers.

Two-and-a-half year agreements were recently completed in the railway industry. A settlement between the Brotherhood of Railroad Trainmen and the Canadian National Railways affecting some 12,000 workers provided for a 10-per-cent increase in wages, while increases amounting to 17 cents over the life of the new agreement have been provided for the 2,600 workers affected by the settlement reached between the Canadian Pacific Railway and the Brotherhood of Locomotive Engineers.

An important agreement was recently signed between two Ontario pulp and paper companies, Spruce Falls Power and Paper and Kimberly Clark Pulp and Paper, and the Lumber and Sawmill Workers' Union. The agreement, affecting 1,800 workers in woods operations, provides for a wage increase of 5 cents an hour for hourly-rated employees and 2½ per cent for piece workers, the increases effective February 1 of this year and the agreement running to August 31, 1960.

Among other recent agreements affecting at least 1,000 workers, are the following:

—The Shipping Federation of Canada and the International Longshoremen's Association, affecting five eastern Canadian deep seaports: two-year agreement with wage increases totalling 12 per cent.

—The Provincial Transport Company Limited, Montreal, and the Canadian Brotherhood of Railway, Transport and

General Workers: a three-year agreement entailing an 8-cent hourly wage increase.

—The Associated Clothing Manufacturers, Toronto, and the Amalgamated Clothing Workers of America: a three-year agreement incorporating an improvement in the pension plan.

—The Interior Lumber Manufacturers Association, Penticton, B.C., and the International Woodworkers of America: a two-year agreement embodying a wage increase of 13½ cents an hour spread over the life of the contract.

—The Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and various unions: a two-year agreement with wage increases varying over the life of the agreement from 3 cents to 13 cents per hour.

—Canadian Industries Limited, Brownsburg, Que., and the United Mine Workers of America: a two-year agreement providing for a 5-cent-an-hour wage increase on January 12, 1959 and a similar increase on the same date in 1960.

Strikes

On December 29, 1958, 74 producers employed in the Montreal Division of the Canadian Broadcasting Corporation went on strike in order to have their union, *L'Association des Réalisateurs*, an affiliate of the Canadian and Catholic Confederation of Labour, recognized by the CBC as the bargaining agent for the producers. On this day other unions representing the CBC employees in Montreal decided to support the producers' strike and as a result, some 1,200 employees have been affected by the walkout. The CBC management has rejected the union's request on the grounds that the producers are part of management and it therefore cannot recognize their organization for bargaining purposes. Frequent and prolonged meetings have been held recently, but no settlement had been reached at the time of writing.

A second major strike that is still unresolved also began at the end of 1958. It directly involves 1,200 loggers, members of the International Woodworkers of America, and indirectly affects a further 4,800 loggers employed by the Anglo-Newfoundland Development Company. The union, only recently certified, and which has had no previous agreement with the company, is seeking a reduction in the present work week with an increase in wages.

NOTES OF CURRENT INTEREST

Throne Speech Seeks Approval of Winter Work Incentive Plan

Parliament will be asked at the current session to assist Canadian municipalities "in the financing of work on construction projects which would not otherwise have been undertaken during the winter months," it was revealed in the Throne Speech at the opening January 15 of the Second Session of the 24th Parliament.

The Speech pointed out that the Government had taken action to reduce unemployment "by expediting national works programs, by programs undertaken in co-operation with the provinces, and by encouraging Canadians generally to undertake constructive activities particularly in the winter season".

Amendments to the Unemployment Insurance Act will be submitted to Parliament.

The Government "welcomes the evidence of recovery from the recession and will continue to foster and assist this improvement," the Speech declared, adding the warning that "as recovery proceeds there will be increasing need for care to preserve the stability and purchasing power of our currency".

Natural Resources

In the belief that the wise use of Canada's natural resources will enable Canadians to achieve a continually rising standard of living, the Government will "foster and encourage the proper development and use of these resources and the growth of efficient industry based on them".

An increase in the funds that may be expended under the Trans-Canada Highway Act will be recommended to Parliament.

The Speech from the Throne announced that discussions were taking place with the Government of the United States to enable Canadian industry to share in the production of equipment being procured by the United States for joint defence purposes.

The Government plans to recommend to Parliament the provision of further loans under the National Housing Act and amendments to the Act to encourage the flow of private funds into mortgages.

Parliament will be asked to authorize the establishment of a national energy board to ensure, so far as it lies within federal jurisdiction, "that Canada's energy

resources are used effectively and prudently to the best advantage of Canadians". The House of Commons will be asked to establish a special committee to review broadcasting policy and operations.

Recognizing "the necessity of providing economic assistance to underdeveloped nations," the Government will seek approval for the appropriations needed for that purpose.

Parliament will be asked for approval of the Government's participation in a contributory medical benefits plan for civil servants.

Enactment of a Bill of Rights will be sought, and amendments will be recommended to the Canada Shipping Act, Veterans Rehabilitation Act, the Broadcasting Act and other statutes.

Comprehensive Works Program Forecast in Ont. Throne Speech

A comprehensive program of construction and the setting up of a department of energy were among Ontario Government plans outlined in the Speech from the Throne at the opening of the Fifth Session of the 25th Legislature on January 27.

The proposed plan of construction will involve the building of schools, highways, skyways, causeways, bridges and access roads and give employment to an estimated 234,000 persons.

The Government proposes to set up an Energy Department embracing Ontario Hydro, gas pipeline supervision, Ontario Fuel Board, every major source and ultimate use of fuel.

Included in the Government's plans is:

—An airport and ocean port at Moosonee, study of the report of the Select Committee of Labour Relations, launching of a comprehensive mental health plan greatly altering traditional methods of treatment;

—A comprehensive park plan with wilderness areas to be set aside in perpetuity and access road construction to be tripled;

—A broad inquiry into farm marketing by a committee of experts to examine all aspects of marketing and processing, consumer habits and requirements.

B.C. Throne Speech Promises Study of Unemployment

An immediate study of the unemployment situation in British Columbia was announced in the Speech from the Throne at the opening of the Third Session of the province's 25th Legislature.

The legislative committee on labour is to be convened to deal with the unemployment problem. "Despite an accelerated program and a huge and unprecedented expenditure of public funds," the Speech stated, "the problem remains serious".

The province's Health and Welfare Department is to be split, the Speech said, and the welfare branch made into a separate department. Increased grants for schools were also predicted in the Speech.

Eisenhower Asks Congress To Enact Labour Legislation

In two messages to the United States Congress last month, President Eisenhower made recommendations of interest to Labour.

In his labour message he stressed the need for enactment of effective federal legislation designed to:

Safeguard workers' funds in union treasuries against misuse of any kind;

—Protect the rights and freedoms of individual union members, including the right to free and secret election of officers;

—Advance true and responsible collective bargaining;

—Protect the public and innocent third parties from unfair coercive practices such as boycotting and blackmail picketing.

Labour-management relation legislation and other labour matters were also dealt with in the 20-proposal submission.

Among items mentioned in his economic report, the President urged:

Strengthening of state systems of workmen's compensation; extension of the coverage of the Fair Labor Standards Act; improvement of the eight-hour laws applicable to federal and federally-assisted construction projects; the reporting of and disclosure of financial dealings between employers and employee representatives and their agents, and the filing of public reports on the status of union finances, organization and procedures; institution of standards to promote democratic procedures in union affairs; modification of the law governing secondary boycotts, organizational and recognition picketing and representation elections; and provision that states be given jurisdiction in labour-management disputes where the National Labor Relations Board declines to exercise authority.

Approve Winter Work Projects Providing Jobs for 15,000

Hon. Michael Starr, Minister of Labour, announced last month that \$41,500,000 worth of wintertime projects had been approved under the Municipal Winter Works Incentive Program up to January 12.

These involve direct payroll costs during the winter months totalling \$11,600,000 and will produce 900,000 man-days of work for 15,000 men otherwise unemployed. Mr. Starr said that these figures would continue to increase during the succeeding few weeks.

Mr. Starr offered this as an example of what planning can accomplish "when we break with tradition and habit".

He appealed to industry to carefully examine their plans for repairs, maintenance, new building and the like, and to join in this national attack against a perennial problem, which caused the payment of almost \$300,000,000 in unemployment insurance benefits during last winter, and a loss in wages and production of another \$300,000,000.

Housing Starts and Completions Both Set New Records in 1958

Both starts and completions of new residential units set new records in 1958.

In an advance statement, the Dominion Bureau of Statistics has announced that starts increased nearly 35 per cent to 164,632 units from 122,340 in 1957, and by 19 per cent over the previous peak of 138,276 reached in 1955.

Completions climbed 25 per cent to 146,686 units from 117,283 in 1957, an increase of 8 per cent from the previous high of 135,700 units set in 1956.

At December 31, 1958 there were 88,162 units in various stages of construction, up 21 per cent from the year-earlier total of 72,573.

Reversing a two-year downtrend, housing starts in the United States rose to a total of almost 1,200,000 units in 1958.

Labour Submissions to Cabinet Stress Unemployment Problem

Excessive unemployment in Canada was emphasized in briefs presented last month to the federal Cabinet by the Canadian Labour Congress, the Canadian and Catholic Confederation of Labour, and the National Legislative Committee of the International Railway Brotherhoods.

To combat unemployment, the CLC proposed that the Government:

—Introduce special incentives to stimulate winter work;

—Increase pensions and unemployment insurance benefits to add to purchasing power;

—Provide initiative in promoting subsidized lower-rental housing projects.

The CCCL suggested that the federal Government call a federal-provincial municipal conference to seek the best means of giving work to the unemployed and to help those whose income is insufficient for a proper standard of living.

The rail unions' National Legislative Committee urged several revisions to the Unemployment Insurance Act as a means of combating unemployment.

Detailed reports of the three briefs will appear in the March issue.

Unemployment in U.S. Climbs To 4.1 Million in December

Total employment in the United States dropped by 700,000 to 64,000,000 between November and December as heavy cutbacks in farming, construction and other outdoor work outweighed Christmas hiring in retail stores and the postal service.

Unemployment, which usually climbs in December, increased by 300,000 to 4.1 million. The seasonally adjusted rate of unemployment climbed to 6.1 per cent from 5.9 per cent a month earlier.

The increase in unemployment was less than the drop in employment because most of those leaving farm jobs were housewives and others who withdrew from the labour force instead of seeking other work.

In Britain, between November 17 and December 18, unemployment dropped to 532,000 from 536,000, according to the Ministry of Labour.

Say 3-Year Agreement Displays Confidence in Textile Industry

A package settlement of 25.26 cents an hour in the life of a three-year contract between the Textile Workers Union of America and Robinson Cotton Mills Ltd., Woodbridge, Ont., was termed by negotiators an act of confidence in Canada's textile industry.

J. Harold D'Aoust, TWUA's Canadian Director, said the agreement "not only vindicates the union's view that textile wages must eventually meet the cost of living requirements of the Canadian economy, but reveals an inherent faith by workers and management in the industry's future".

The first year of the package agreement will show a gain of 13.38 cents an hour. It became effective on January 1, when hours were reduced from 48 to 45 a week with a 6.6-per-cent hike in rates to maintain earnings. In addition, a 3-cent-an-hour general increase was applied and the company agreed to assume full cost of the Ontario Hospital Services Plan as well as payment for a half-day off on Christmas Eve in addition to the normal statutory holiday pay.

An increase of 5 cents an hour across the board will become effective January 1, 1960, and the company will bear the full cost of the life insurance plan.

Effective January 1, 1961, there will be a general wage increase of 7 cents an hour along with improvements in existing vacation provisions to give workers with ten years service three weeks vacation with pay.

Current Reports Are Available On Progress of Labour Bills

The Department's Legislation Branch this month began issuing a series of reports on labour bills introduced in Parliament and the provincial Legislatures. The reports cover the provisions of each bill and trace its progress from the time it is introduced to the point where it receives Royal Assent or is dropped.

They provide more current information than it is possible to give in the monthly issues of the *LABOUR GAZETTE*. At the close of the sessions the major developments of the year will be reported in a series of articles in the Labour Law section.

Single copies of these mimeographed reports will be available on request to: The Legislation Branch, Department of Labour, Ottawa.

Rand Formula Legal in Quebec, Canada's Supreme Court Rules

The Rand Formula for compulsory check-off of union dues is legal in Quebec as the result of a ruling last month by the Supreme Court of Canada.

The Court was deciding on an appeal by the Canadian and Catholic Confederation of Labour against a ruling of the Quebec Court of Queen's Bench, upholding a decision of the Quebec Superior Court, that the Rand Formula was illegal in Quebec because it violated the provisions of the Napoleonic Code (L.G., July 1958, p. 767).

B.C. Builders' Brief Suggests Setting-up of Industrial Court

Establishment of an "industrial court," with right to appeal to a higher court, to replace conciliation boards in labour-management disputes has been recommended to the British Columbia Government by the Building and Construction Industries Exchange of British Columbia.

In its brief to the Government, the builders contend that present legislation does not provide any instrument for "final and conclusive" settlement of disputes.

The brief said: "Legislation should be introduced immediately to attract capital and industry and retain our present industries, which will be modelled on a basis for permanently settling labour disputes."

Conciliation boards are now considered to be only a necessary step before strike action, the brief declared.

Proposed amendments to the Labour Relations Act include altering from three months to five days the time limit for taking a strike vote, after conciliation has failed. It is also recommended that if a strike vote is carried out, the strike must be called within three weeks of the date the vote was passed.

N.B. Federation of Labour Asks Amendments to Labour Act

Change in management or ownership of a business had sometimes caused unions great difficulty in obtaining compliance with the terms of the agreement in force prior to the change, the New Brunswick Federation of Labour said in its annual brief to the provincial government.

The brief said it did not agree with the contention that a change in ownership or operation automatically terminated such agreements. The provincial Labour Relations Act, it said, seemed to substantiate such claims, as it did not appear to have any provisions covering situations like this.

Another requested amendment to the Act would allow the Labour Relations Board to prosecute on its own behalf any employer considered by the Board to be guilty of any of the unfair labour practices listed in the Act.

The Federation again requested that the Labour Relations Act should be amended in order that governing bodies of municipalities, cities, towns and villages, and all boards and commissions established by them or to which either of them appoint one or more members, shall be employers within the meaning of the Act.

The brief scored what it called the "vicious garnishee method" of securing payment of accounts due. It said the system whereby a creditor could, upon securing an order from a judge, have a worker's wages garnisheed to satisfy a claim was an archaic carry-over which should have been abolished long ago. This was particularly odious, it added, when persons had been out of work for long periods and creditors decide to attach the first pay-cheque.

The brief also recommended:

—Equal pay for equal work by men and women;

—Changes in the provincial Judiciary Act to make it mandatory for a judge to hear both sides of a dispute before granting an injunction;

—Minimum wage of \$1.25 an hour for all male employees;

—Compulsory checkoff of union dues when this is requested by the majority of employees;

—An increase in widows' pensions to \$75 per month and in minimum weekly compensation to \$25;

—A more uniform plan of local public assistance for needy families in all municipalities, with sufficient funds being made available;

—A system under which suspension of mortgages and time-payments could be arranged when a family was in serious financial difficulty;

—Legislation to provide better housing for the people of New Brunswick;

—Enactment of a Fair Accommodation Act;

—An incentive campaign for an early start on the construction of the Chignecto Canal.

Tax on Imported Oil Sought By United Mine Workers

Comments on oil imports, the opening of the St. Lawrence Seaway and coal market zoning were contained in the annual brief of District 26, United Mine Workers of America (ind.), presented to the Government of Nova Scotia in January.

The brief urged the Government to impose a tax on imported oil, noting that its sale in the Maritimes had displaced 500,000 tons of coal annually.

Referring to the scheduled opening of the St. Lawrence Seaway this year, the brief noted that once it was in operation United States coal could be brought to the Maritimes cheaply on the barges used to carry Labrador iron ore to U.S. ports.

The brief advised the Government that the coal industry in the Maritimes was fading and that District 26 has a membership today of only 7,000 compared with 13,000 in 1949.

Old Age Assistance, Payments To Blind, Disabled Increase

The number of people receiving old age assistance in Canada increased from 92,298 at September 30, 1958 to 96,975 at December 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$7,632,415.77 for the quarter ended December 31, 1958, compared with \$7,590,635.96 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$151,581,548.95.

At December 31, 1958, the average monthly assistance in the provinces ranged from \$49.51 to \$53.20 except for one province where the average was \$44.32. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,654 at September 30, 1958 to 8,725 at December 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$1,066,878.50 for the quarter ended December 31, 1958, compared with \$1,056,625.88 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$22,136,609.36.

At December 31, 1958, the average monthly allowance in the provinces ranged from \$52.95 to \$54.08. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 46,307 at September 30, 1958 to 47,273 at December 31, 1958.

The federal Government's contributions under the federal-provincial scheme totalled \$3,870,765.33 for the quarter ended December 31, 1958, compared with \$3,833,693.32 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$35,734,083.70.

At December 31, 1958, the average monthly allowance in the provinces ranged from \$51.02 to \$54.63. In all provinces the maximum allowance paid was \$55 a month.

Commission on Women's Status To Meet; Canada to Participate

Now in the second year of a three-year term on the United Nations Commission on the Status of Women, Canada will participate in the 13th Session of the Commission when it convenes at United Nations Headquarters, New York, on March 9.

The Commission, subsidiary of the Economic and Social Council, is interested in four broad areas: the political rights of women, their position under private law, their access to education, and their economic opportunities. It prepares studies and makes recommendations which are sent to the Council and thence to the General Assembly.

The "Political Rights of Women" continues to receive emphasis on this year's agenda, further study of the right of women to hold public office having been requested at last year's meeting. The Commission will consider the memorandum prepared annually for the General Assembly containing information relating to women's right to vote and to be elected to public office and indicating the countries which have acceded to the U.N. Convention on the Political Rights of Women.

Stress will also be given to "Access of Women to Education" when the Commission discusses reports by UNESCO on its activities in the field of women's education and on the access of women to the teaching profession.

The "Status of Women in Private Law" will receive attention through the presentation of the annual reports prepared by the Secretary-General on legislation and practice in family law and property rights of women.

Of special interest to Labour is the area of "Economic Opportunities for Women". This year the Commission is to receive a report concerning the occupational outlook for women in the professions of architect, engineer and jurist. The age of retirement of women and their pension rights will also be discussed.

A revised draft pamphlet on "Equal Pay for Equal Work" for the use of interested individuals and organizations will be submitted, incorporating suggestions for improvement made when the original draft text was considered at the 1958 session.

A former Research Director of the International Brotherhood of Electrical Workers, Marion H. Hedges, and the Secretary-Treasurer of the International Typographical Union, Don S. Hurd, died last month.

Advisory Committee on Professional Manpower Holds Fourth Meeting

Suggestion made that employers should offer summer employment to science and engineering students who plan to enter teaching rather than limit vacation jobs to potential employees. More science teachers basic to professional labour force

A suggestion that employers should offer summer jobs to students of science and engineering who are planning to enter the teaching profession instead of restricting vacation employment to those who were potential employees was made at the fourth meeting of the Advisory Committee on Professional Manpower, held at the end of November.

Committee members agreed that diversion of more engineering and science graduates into secondary school teaching careers was basic to the development of an adequate professional manpower force in the future.

Another recommendation was that, in order to eliminate the necessity of employing professional engineers on sub-professional duties, higher calibre technicians should be developed. This, in turn, would enable universities to raise their admission requirements with the result that they could produce higher calibre engineers.

The meeting was attended by representatives of professional associations, industry, education, and of federal government departments and Crown corporations.

It was presided over by Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour.

J. P. Francis

J. P. Francis, Chief of the Manpower Resources Division, Economics and Research Branch, told the Committee of the Branch's work since the last meeting (L.G., Feb. 1958, p. 137).

One third of the Register of Scientific and Technical Personnel is being surveyed each year; in this way the Department does not lose touch with the persons on the Register for a period longer than three years.

The response to the survey of the first third, in the summer of 1957, was 75 per cent; to the survey of the second third, 84 per cent. Mailing of questionnaires to the final third will take place in the first two months of 1959.

Information on newcomers for the Register is obtained from the National Employment Service, Department of Citizenship and Immigration, professional associations, and the National Science Foundation in the

United States, which sends the Department copies of questionnaires obtained by U.S. professional associations from Canadians, either in Canada or the United States, who are members of the associations.

Another source of such information is a survey of students in their final undergraduate years in scientific and technical courses at Canadian universities. The universities receive questionnaires in bulk, distribute them, arrange for their completion, and return them to the Department.

In the academic year 1957-58, completed questionnaires were received from about 3,000 of the 3,600 students completing undergraduate studies in engineering, science, architecture and veterinary medicine.

Another survey of undergraduate students sought to find out what happens to engineering and science graduates in the three years following graduation. A full analysis of the findings will be published soon in a Professional Manpower Bulletin.

Another matter in which work is being done concerns Canadian students who are attending universities and colleges in the United States. The Committee had already realized the risk that these students might not return to Canada because they had lost touch with employment prospects here.

As a result of previous discussion, and in order to bring these persons into the Register, arrangements had been made through the Institute of International Education in New York city to obtain a list of all Canadians studying in American colleges and universities each year.

This information is being put to two uses: to compile a directory, copies of which have been sent to all the professional associations, the universities, and the large employers; and in analysing the characteristics of the Canadians who are studying in the United States. The National Employment Service is also using the directory to send each person whose name appears in it a letter informing him of opportunities in Canada and offering its facilities to help him to find a job here.

Since the Committee's last meeting the Department had also conducted another biennial survey of employers' estimated requirements for professional personnel

during the next three years, and the source of scientific and technical employees hired in the last two years. Analysis of the information obtained from the study of the utilization of engineers in industry is progressing.

A. P. Boyd

A preliminary report of findings from the 1958 survey of the second third of the Register of Scientific and Technical Personnel was presented by A. P. Boyd of the Economics and Research Branch. The data used were obtained from replies by more than 10,500 persons, of whom 55 per cent were engineers and 38 per cent scientists (excluding veterinary science).

The survey found that:

—Median salaries for engineers with only bachelor's degrees ranged from \$4,630 for 1957 graduates to more than \$10,600 for 1920-24 graduates.

—Salaries for scientists with only bachelor's degrees ranged from \$4,400 for 1957 graduates to \$8,450 for those who graduated before 1915.

—Salaries tend to increase quite rapidly during the first 20 years of experience, then less rapidly, until the peak is reached after 28 to 37 years' experience.

—Engineers doing administrative, management and executive work receive the highest salaries, which range from more than \$8,000 to more than \$13,000. Teaching work is often the lowest paid.

—The younger graduate engineers are concentrated in such functions as production, supervision, research and development; older graduates do more administrative and consulting work.

—More engineers are engaged in administrative, management and executive work than in any other single function, numbering 1,368 out of 5,915, or more than 23 per cent. Almost as large a proportion, however, are engaged in production, operation, etc.

—Industry is by far the largest single employer of the scientific and technical personnel in the sample. More than 82 per cent of the engineers and nearly 52 per cent of the scientists are in industry. The federal Government is the next largest employer, with almost 9 per cent of the engineers and 21 per cent of the scientists.

P. B. Wolfe

P. B. Wolfe of the Professional Manpower Section, Economics and Research Branch, described the report on the 1958 biennial survey of requirements for professional personnel in scientific and technical

fields. The purpose of the survey is to obtain information regarding recent and probable future trends in the employment of engineers, scientists and architects in Canada, and some of the factors affecting these trends.

The survey covered almost 2,700 employers in industry, government, and education, about 93 per cent of whom submitted returns. More than half of the employers who replied employed engineers, scientists, or architects.

The survey indicated a continuing expansion of employment in the next two years in all of the professions and in almost all of the industries covered. The annual rate of increase, however, is expected to be substantially lower than it was in 1957, and considerably lower than that forecast in the 1956 survey. The annual rate of increase in the employment of both engineers and scientists during 1958-60 is expected to be only a little more than half what it was during 1957.

This decline in the rate of increase coincides with the general recession in 1958, the speaker pointed out. There is some indication of an improvement in 1960, however.

Despite the difficulties of forecasting, the predictions of the 1956 report have proved reasonably accurate. The forecast average rate of increase per year for engineers during the three years 1956-58 was 11.4 per cent; the actual rate in 1957, a little more than 10 per cent.

The proportion of employers in industry who had difficulties in recruiting professional workers during 1956-57 varied from 50 per cent in the petroleum products and coal industries to 10 per cent in the foods and beverages, tobacco, and construction industries.

In colleges and universities, 75 per cent of those reporting had recruiting difficulties during the past two years, and 61 per cent expect to have difficulties in the next three years. Of government agencies, 58 per cent of those who replied had difficulties in the past two years, and 38 per cent expect to have difficulties in 1958-60.

In only a small number of cases—142 out of 1,340 employers reporting—were shortages of professionals serious enough to affect operations or plans. "This is a sharp decrease in reported serious difficulties from the 1956 survey, when about 50 per cent of the employers reported such difficulties," Mr. Wolfe pointed out.

Regarding the sources of professional personnel, new Canadian graduates accounted for about two fifths of the hirings in mining and quarrying, manufacturing, and govern-

ment agencies; half of the hirings in transportation and public utilities, and a third of the hirings in colleges and universities. Hirings of "experienced Canadian professional persons" ranged between 30 and 40 per cent of total hirings in all main employment sectors except construction (61 per cent) and business service (57 per cent).

"Recent immigrants already in Canada" accounted for between 10 and 14 per cent of total hirings in all sectors except business service, where they amounted to 20 per cent. Professional workers "obtained outside Canada" made up 7 per cent or less, except in colleges and universities, which recruited almost 19 per cent of their engineers, scientists and architects outside Canada.

Another method of obtaining professionals was by upgrading of employees. This furnished about 10 per cent of hirings during 1956-57.

Miss Marion V. Royce

The scientific mind has traditionally been associated with the male sex, and ever-present social factors militate against the employment of women, said Miss Marion V. Royce, Director of the Women's Bureau, Department of Labour. She spoke on "The Role of Women in Science and Engineering".

To consider this question reasonably, it is necessary to lift it out of the realm of personal opinion and prejudice and look at the facts, she said.

In order that women may be able to make their full contribution to developments in science and technology there is a need for a fresh outlook on practices and policies affecting the educational and occupational choices of women, Miss Royce declared.

The number of women scientists and engineers in Canada is small, amounting to

only a little more than 2 per cent of all persons in the Register of Scientific and Technical Personnel. The branches of science in which most women are found are biology and chemistry. However, a few women have penetrated a considerable range of scientific and technological fields.

"There is a higher proportion of women in those professions where research and laboratory work are important in comparison with those where greater mechanical or manual activity is required," she pointed out. Research, testing, inspection, laboratory services, and teaching accounted for 87 per cent of all women in the Register at September 1956.

Government is the largest employer of women scientists and engineers, with educational institutions second. None of the women in the Register was employed in the primary industries or in construction, only one was employed in public utilities, and in industries that employ large numbers of engineers, as distinct from scientists, the number of women was negligible.

Notwithstanding women's increased interest in science and engineering, the fact that over the years from 1948 to 1957 women graduates in home economics have outnumbered those in all other scientific and technical fields put together "indicates a strong continuing tendency for women to choose an academic and vocational specialization on the basis of sex," Miss Royce remarked.

P. H. Casselman

Final speaker at the one-day meeting was Dr. P. H. Casselman, head of the Professional Manpower Section, Economics and Research Branch. His remarks on "Trends in Requirements and Supplies of Engineers" have already been published in the *LABOUR GAZETTE* (Dec. 1958, p. 1330) under the title, "Current Outlook in the Engineering Profession".

UAW Signs New Agreement With Chrysler of Canada

Following a week-long strike by 3,600 employees, the United Auto Workers late last month signed a three-year contract with Chrysler Corporation of Canada at Windsor.

Basically the agreement was the same as those signed by UAW with Ford of Canada and General Motors (L.G., Jan., p. 18).

Public Relations Director Named By Transport Workers Union

The Canadian Brotherhood of Railway, Transport and General Workers has appointed Richard Nielsen to be public relations director. A former Toronto and Kirkland Lake newspaperman, he will be located at Montreal.

3rd Annual Convention of the Quebec Federation of Labour

Delegates unanimously approve resolution calling for creation of new "people's" political party in province. "Right-to-work" legislation denounced, wish that CLC-CCCL unity be effected soon is expressed, and entire executive re-elected

A decision to create a new provincial political party representing the interests of the working classes was taken at the third annual convention of the Quebec Federation of Labour (CLC), held in Quebec November 20 to 22. Some 450 delegates unanimously adopted a resolution stressing the urgent need for a people's political party.

The new party must take into account those problems that are of particular importance to the province of Quebec and the aspirations of its people, especially in the fields of education and fiscal policy, the resolution declared.

Both QFL President Roger Provost and CLC president Claude Jodoin were in agreement in denouncing so-called "right-to-work" legislation, claiming that the only right to work they recognize is the right to full employment.

The opening session of the convention was attended by two officers of the Canadian and Catholic Confederation of Labour, President Roger Mathieu and Secretary Jean Marchand. Addressing the delegates briefly, both speakers called for the Federation's co-operation with a view to labour unity in Quebec. The convention later adopted a resolution along this line, expressing the wish that discussions on unity would be brought to a successful conclusion as soon as possible.

The Federation also decided to adopt a Code of Ethical Practices, reiterated its wish for a health insurance plan in the province of Quebec and requested higher pensions and public ownership of the Bell Telephone Company.

President Roger Provost was re-elected, along with all members of the outgoing Executive Committee.

President Roger Provost

The QFL President attacked the so-called "right-to-work" legislation, claiming that the only right to work recognized by the labour movement is employment for everybody.

Roger Provost requested the right to work for the growing numbers of unemployed, for union members dismissed because of union activities, for the young

people who are forced to abandon their studies for lack of funds, and for the victims of automation and technological unemployment.

"Efforts are being made to bring the benefits of unionism to those who refuse to accept their responsibilities as workers," he said, "but was there ever an employer who, for the sake of the right to work, announced that he did not wish to make any more profits?"

Reiterating that the right to work means employment for everybody, and that this is what employer associations should encourage, the President called on the members to establish a large union fund to enable trade unions to carry their case to the political level.

"We must go beyond the framework of purely economic claims in order to seek a solution to our problems where it lies, that is, at the political level," he suggested.

Mr. Provost also protested against the union attitude which would separate politics from economics, and called on all members, not only the labour organizers, to undertake political action.

Claude Jodoin

The President of the Canadian Labour Congress first stated the labour movement's position as regards the political party that is being organized, and especially the relationship that would exist between the CLC's affiliated organizations and the party.

"A central national organization such as the CLC, which is almost entirely made up of affiliated organizations, would not be affiliated to the new party as a Congress," Mr. Jodoin explained.

"Each individual labour union would make its own democratic decisions as to whether to join the party or not. Those who decided in favour of joining would always remain affiliated to the CLC in economic matters and to the party in political matters."

Mr. Jodoin emphasized this distinction. "The CLC and the new party would no doubt maintain cordial relations," he said, "but there would be no formal ties between the two."



Members of the Executive Committee of the Quebec Federation of Labour, all re-elected, are seen with CLC President Claude Jodoin. From left to right they are: Secretary Roméo Girard, Vice-President Edouard Larose, President Roger Provost, Mr. Jodoin, and Treasurer Eucher Corbeil. Vice-President Pat Burke was absent.

He reminded the delegates that the delegates that the labour, farmer and other organizations that will be included in the new party are economic organizations that have, first of all, an important part to play in the field of economics. "It is reasonable to suppose that such organizations would find, in joining the new party, the best way to serve the political interests of their members. But this affiliation would supplement their important work in the field of economics; it would not replace it," he added.

The CLC does not wish to control Canada, asserted Mr. Jodoin; it wishes to co-operate with all the other classes of society for a better Canada.

The CLC President also attacked the so-called "right-to-work" legislation.

"I am in favour of the right to work," he explained, "if the right to work means employment for everybody, but I am opposed to it if it means the destruction of our democratic system."

Mr. Jodoin stressed that "there are closed shops for accountants, lawyers and doctors" and that the workers envy the privilege of these groups. As for the compulsory check-off "the federal government, with its income tax deductions, is the perfect example of check-offs," he said.

Mr. Jodoin also pointed out that if working conditions have been bettered in the province of Quebec, it has been due to the trade unions. It was not until later

on, he said, that legislation guaranteed the benefits acquired by the trade unions through negotiation.

He said also that labour unions in Canada were being administered honestly. "If perchance a union should act in a way contrary to the CLC's principles and program, we would act accordingly, and nobody would have to tell us when or how."

Mr. Jodoin was greatly applauded when he declared that "the province of Quebec is entitled to health insurance" and that it was illogical "to cite provincial autonomy as a reason to deprive the people of Quebec of the benefits of such legislation."

CCCL Representatives

The Canadian and Catholic Confederation of Labour was represented at the opening of the convention by its general president, Roger Mathieu, and its general secretary, Jean Marchand.

Mr. Mathieu pointed out that a too hasty affiliation of the CCCL with the CLC would not be in the interests of the workers of the province of Quebec.

Declaring that there are "great advantages in labour unity in Canada," the CCCL President pointed out that there are always some "among us as well as among you" who are against any affiliation.

Until such time as talks are concluded between the CCCL and the CLC, Mr. Mathieu called for the Federation's co-operation.

The general secretary, for his part, wished for closer co-operation among union officers.

Pointing out that the labour leader must first serve the workers, he stressed that the exclusive good of unionism should not be confused with the welfare of the workers.

"Our generation's problem among officers," added Mr. Marchand, "is to forget certain factors of disagreement in the past and think only of the factors of unity."

Resolutions

During the three-day convention, the delegates studied 148 resolutions on the agenda and half a dozen others submitted from the floor.

Political Action

The QFL decided to fall in line with the CLC for the formation of a "popular political party representing the interests of the labour classes".

At the close of a three-hour debate in which some 15 delegates took part, the convention instructed its Executive Committee and its Committee on Education and Political Action to undertake immediately the necessary steps with the other movements which have progressive tendencies to create, at the provincial level, a new political party which will act as the Quebec wing of the party which is being formed at the national level.

Scarcely half a dozen delegates voted against this resolution, which was drafted closely along the lines of the one adopted by the CLC at its Winnipeg convention last spring (L.G., June 1958, p. 586).

The resolution stressed the need to rely on a popular party in order to correct inadequate provincial legislation while taking into account the problems peculiar to the province of Quebec (see box, page 132).

While the great majority of the delegates who took the floor declared themselves in favour of the creation of a new party, several stressed the importance of political education and the priority of purely union action over all political activity.

Jean Paradis, Local 137 of the Pulp and Sulphite Workers, Quebec, objected very explicitly. "We have too much to do in the field of collective bargaining to bother about politics," he said. He added that past experience had shown that the labour movement must keep away from politics.

Henri Rochon, President of the Montreal Building Trades Council, was the only other speaker who objected categorically to the resolution.

Roger Bédard, representing the United Steelworkers of America, saw political action as "the very condition of the survival of our movement". He considered this decision as "the necessary tool for our work".

Maurice Silcoff, Hatters International Union, Montreal, declared that, in view of the disappointments of the past, the labour movement had no other issue but direct political action. He pointed out, however, that he had some doubt about the words in the resolution: "movements with progressive trends".

Jacques V. Morin, Local 369 of the Packinghouse Workers, Montreal, saw political action as the key to the solution of labour problems. "The best way to obtain adequate social legislation and to maintain the gains already made," he said, "is to watch over politics."

Roméo Mathieu, Local 627 of the Packinghouse Workers, Montreal, pointed out that 95 per cent of the resolutions adopted at the convention pertained to politics and not to collective bargaining. "Our briefs will not be considered," he said, "until the day we become a political entity."

Affiliation of the CCCL

The convention expressed the wish that the unity talks between the CLC and the CCCL may be successfully concluded as soon as possible.

This resolution of a general nature, arising from the fact that labour unity is considered essential to the economic and political efficiency of the labour movement in the province of Quebec, was adopted with only one dissenting vote.

Several delegates took the floor to oppose the proposed affiliation; however, at the close of the debate, and in the light of the explanations put forward, only one delegate registered a dissenting vote.

As chairman of the Resolutions Committee, Louis Laberge, President of the Montreal Labour Council, pointed out that there was no mention of affiliation or merger in the text of the resolution.

"Not knowing where we stand in the dealings between the CCCL and the CLC," he explained, "we have submitted a resolution of a general nature bearing on the need for labour unity in the province of Quebec."

The delegates who opposed the CCCL affiliation did so mostly on account of

Resolution on Political Action

WHEREAS the Canadian Labour Congress, at its Winnipeg convention, decided to undertake talks with other progressive groups in order to found a popular political party representing the interests of the labour classes;

WHEREAS the creation, in this province, of such a people's party constitutes a really urgent need for the great majority of the citizens and particularly for the labour class of which the economic earnings and the right of association are ever threatened by unrealistic provincial government legislation;

WHEREAS it is imperative to initiate in the province of Quebec a movement with a program which, although in accord with the one to be adopted by the national organization on matters within federal jurisdiction, would take into account problems which are of particular importance to the people of our province on matters such as fiscal policy, education and others;

WHEREAS this Federation, representing some 175,000 organized workers in Quebec, is the logical group to take the initiative in organizing such a movement,

BE IT RESOLVED that this convention of the Quebec Federation of Labour instruct its Executive Committee and its Political Education and Action Committee to undertake immediately the necessary steps with the other movements of progressive trends to give effect to the Winnipeg Resolution at the provincial level.

union organization conflicts and raiding at the local level.

J. Emilien Vandal, Local 50, Paper Workers, Kenogami, said there was a great deal of resentment in the Lake St. John district. "If the CCCL really wishes to affiliate," he said, "I am agreeable, but it must act accordingly."

Jean Lachapelle, Local 631, Machinists, Verdun, questioned the sincerity of the CCCL and declared that the time had not yet come "to admit the CCCL into our ranks".

The spokesmen for unity, on the other hand, asked the delegates to forget the quarrels of the past in favour of the greater good that unity would mean for the province. It was pointed out, among other things, that jurisdictional conflicts and raiding had also existed before the merger of the TLC and the CCL.

Raymond Lapointe, Steelworkers, Local 5419, Montreal, declared that internal quarrels must be settled, as was done by the TLC and the CCL, in order to reach complete unity. "We must raise ourselves above these differences for the welfare of the workers generally," he said.

Roger Bédard, a Steelworkers delegate, insisted on the need for labour to offer a united front. "It is absolutely necessary that we achieve unity", he said, "in order

to face not only big employers but also governments. It is a question of knowing whether we are going to get together in Quebec or remain from 25 to 50 years behind the other provinces." Mr. Bédard added that those who oppose unity think only of their own interests and forget the general welfare of the workers.

Jacques V. Morin, Local 369, Packing-house Workers, Montreal, declared it was high time to forget the past and to join hands with the CCCL.

Andre Levesque, Local 145, Typographical Union, Montreal, stated that the wording of the resolution could not be objected to and that it was necessary to wait to obtain a knowledge of the terms and conditions of any affiliation.

Mr. Laberge closed the debate by expressing the wish that the resolution be adopted unanimously. "The sooner the problem of labour unity is settled in the province, the sooner the great problems of labour legislation will be settled," he said.

Code of Ethical Practices

The QFL decided to adopt a code of ethics in order to uphold its reputation of honesty and to smother any attempt at corruption and dictatorship that might arise within the ranks of unionism.

The convention therefore resolved that the QFL:

1. Prepare immediately a Canadian Code of Ethics based on principles of professional honesty of union officers, of union democracy, of independence with regard to employers and of respect for the freedom of its members, and request its adoption by the CLC.

2. Endorse the CLC's policy of watchfulness with regard to corruption and dictatorship and request all Quebec locals to refer to the CLC should they uncover dishonest or undemocratic practices within the ranks of unionism.

Only five or six delegates opposed the adoption of such a code.

J. P. Ménard, Local 116, Sheet Metal Workers, Montreal, declared that the adoption of such a resolution would be playing into the hands of the detractors of the labour movement.

A number of delegates, among them H. L. Jean, Local 519, IUE, Montreal, and J. V. Morin, Local 369, Packinghouse Workers, Montreal, pointed out that prevention is better than cure.

Code of Professional Ethics

Along the same line, the convention also asked for the creation of a code of professional ethics for municipal and provincial governments and suggested that the CLC make efforts to establish one at the federal level.

"Any alderman or Member of Parliament caught in violation of the rules of the code of ethics shall resign and be prosecuted," the resolution stated.

Raymond Lapointe, Local 5419, United Steelworkers, Montreal, declared that labour unions are censured for not having a code of ethics to guide them, but it is time that politicians should have theirs. "We have come to a point," he said, "where honest people are in the minority."

Hot Cargo

A resolution was unanimously adopted by the delegates "strongly censuring any affiliated union which would deal with or handle, in any way whatsoever, any goods designated as 'hot cargo' by the relevant authorities of this Federation or of the CLC, or which would cross a picket line recognized by these same authorities."

Seeing in this measure the solidarity necessary for "significant victories at the union level," a number of delegates even suggested that a union disregarding this solidarity should be expelled from the QFL.

Provincial Police

The QFL also adopted unanimously a resolution calling for the replacement of the Quebec Provincial Police by the Royal Canadian Mounted Police.

Willie Fortin, United Packinghouse Workers, Montreal, suggested a Royal Inquiry into the actions of the Provincial Police. "It is time to expose the atrocities committed by the Provincial Police," he said.

The text of the resolution accuses this police organization of having "shown partiality and brutality during strikes in this province by siding with employers."

Nationalization of Telephones

The QFL asked for public ownership of the Bell Telephone Company in a special resolution submitted at the closing session of the convention.

The Quebec Government was also criticized for not having protested against the recent request of the Bell Telephone Company for an increase in telephone rates.

In submitting this resolution, which was adopted unanimously, Roméo Mathieu,

Free Education

A Laval University student in social science, Gabriel Gascon, was given a warm reception when he spoke to the QFL convention delegates to thank them for their support of the university students' campaign for free education.

"You have given us the example of a group which stands on its feet to express its views to the government and the general public," he said. "We want education to be available to all and we need your help."

Mr. Gagnon explained that Quebec students want free education at all levels and statutory grants for educational institutions.

"We shall not rest as long as one worker's or farmer's child is unable to attend university for lack of funds," declared Mr. Gagnon.

representing the Packinghouse Workers, Montreal, protested against "the Company's blackmailing of the Government by threatening to lay off employees if it did not obtain the rate increases requested".

"A public utilities service which remains a monopoly must be sold to the public at cost price," said Mr. Mathieu, "and should not be left to a company that makes profits without fear of competition."

Other Resolutions

The QFL also adopted a number of other resolutions, the most important of which request:

—The creation of a joint research centre for the QFL and the CCCL.

—The abolition of combined police and fire departments.

—A public inquiry into all the aspects of hospitalization services in the province of Quebec.

—The appointment, on all government boards, of an equal number of employer and union representatives responsible to their respective organizations and subject to recall by their organizations.

—The creation of a commission, free from government ties, for the issuance of permits and licences for alcoholic beverages.

—An increase to \$75 a month in old age and blind persons' pensions and mothers' allowances.

—An increase in family allowances.

—A Royal inquiry into gasoline prices.

—The proclamation of a moratorium on all debts owed by the unemployed.

—A federal-provincial conference with a view to rehabilitating our national economy.

—Amendments to the Workmen's Compensation Act so as to cover all industrial diseases.

—Looking into the advisability of organizing a motor "cavalcade" to Ottawa to protect against unemployment.

Elections

Roger Provost was re-elected President by acclamation for a third consecutive term.

The other members of the Executive Committee, who were all re-elected, are: Edouard Larose and Pat Burke, Executive Vice-Presidents; Roméo Girard, Secretary; and Eucher Corbeil, Treasurer, all of Montreal.

The convention also chose 15 other officers to complete the Executive Council, six members representing industrial or trades groups and nine representing geographical regions.

The six industrial or trades representatives are: H. L. Jean, manufacturing industries; P. E. Jutras, transport and transport equipment; Roland Goedike, foods,

beverages, services and municipal services; Léo Moore, forestry, lumber and its products, paper and construction trades; Maurice Silcoff, primary and secondary textiles, furs and hats; and Gérard Poirier, mines, metallurgy and its products.

The nine regional representatives are the following: Hector Marchand, Louis Laberge and Léo Lebrun, Island of Montreal and vicinity; J. B. Hurens, City of Quebec and vicinity; Benoît Lavolette, Gatineau and Laurentian districts; Robert Roy, St. Maurice district; Oscar Longtin, Southern Quebec; Henri Lorrain, Northern Quebec; and René Martin, South Shore and Eastern Townships.

The composition of the Executive Council was changed this year, when, instead of choosing the 15 members from industrial and trades groups, the convention limited to six the number of these representatives, placing the nine other vacancies on a geographical basis.

Annual Brief to Federal Cabinet by The Canadian Chamber of Commerce

Calling inflation number one problem, Chamber names wage-price spiral, taxation and very high levels of government spending among contributing factors. New policy statement on labour relations recommends registration of trade unions

Inflation was termed Canada's number one problem when The Canadian Chamber of Commerce on January 9 presented its annual recommendations to Prime Minister Diefenbaker and the Cabinet. The delegation, headed by President A. C. Ashforth, called on the Government to face up to the present situation in which "inflation is steadily eroding away the value of the dollar".

Among factors contributing to inflation are the wage-price spiral, taxation, and very high levels of government spending, it was stated.

The Government was asked to consider implementation of Chamber policies that called for every possible effort to contain spending. Continued surveillance is necessary, said the Chamber, to ensure economy in government expenditures and efficiency of government administration.

In addition, the Chamber said: "Any additions to the already extensive welfare programs should be carefully assessed not only with regard to their initial costs, but also with regard to their foreseeable growth and supplementary requirements over the

years. In principle, the Chamber believes that any additional welfare expenditures should be delayed until the full impact of present commitments can be assessed. Individuals should be encouraged to make every effort to provide for their own future and protect themselves against ordinary hazards."

The Chamber statement also pointed to the need for gradual tax reduction, which could only be achieved if government spending were contained. The Government was asked to make a re-examination of the entire income tax structure in Canada because personal and corporate income tax rates are too high for a developing country.

Speaking about the wage-price spiral as a cause of inflation, Mr. Ashforth referred to Chamber policy on the need for productive efficiency. Greater productivity is the key to national and individual prosperity and productivity in turn is dependent upon many factors, among which are sufficient capital to supply technological improvements, interested and capable employees, and efficient managerial organization and methods, said the policy statement in part.

Mr. Ashforth added: "While there has been an increase in the general living standard since the war, it must be recognized that anything which results in higher costs without improving productivity contributes to that depreciation of the currency which we now call inflation. Since 1949, the cost of living has increased by 26 per cent, which means that in effect the purchasing power of the dollar has declined to that extent. Hidden in the cost of living are vastly increased labour costs and an ever-upward spiralling of government expenditures resulting in higher and higher taxes. To a greater extent now than ever before, we find it difficult to meet competition from suppliers of goods and services from abroad, not only in our export trade but in our own domestic market."

Other highlights in the Chamber's submission, covering most of the top economic issues of the day, were policy statements on employer-employee relations, and trade. All told, more than 40 policy declarations and resolutions were laid before the Government by the delegation.

Labour Relations

A major new policy statement on labour relations held that unions should register with the Department of Labour and comply with similar conditions, insofar as reporting is concerned, as companies incorporated under the Companies Act. The Government was told that an amendment making this mandatory should be included in the Industrial Relations and Disputes Investigation Act expected to be up for revision at the new session of Parliament.

The submission said that while good industrial relations cannot be created by legislation, nevertheless to the degree that legislation may be necessary, it should be designed to ensure a proper balance of rights and responsibilities of employees on the one hand and of employers on the other, with due regard to the public interest.

Labour legislation, it was stated, should, among other things: (a) prohibit agreements that deny or terminate employment because of an individual's not being or remaining a member of a specified trade union; (b) prohibit strikes until the parties have had an opportunity to request a secret strike ballot supervised by an independent party, and in such a case the strike has been authorized by a majority of those employees then actively engaged in the bargaining unit; (c) prohibit picketing "when strike action is unlawful".

Labour legislation should also provide that when a strike has been in effect for some specified time, the appropriate Minis-

ter of the Crown have discretionary authority to order strike settlement votes by secret ballot on his own initiative or following application by employees, the employer or the bargaining agent concerned to ensure that an employer's offer is impartially placed before the employees, such vote to be conducted by an independent party.

Trade

Dealing with trade, the Chamber said Canada's trade policy should be designed to encourage the continued development of the country's natural resources and at the same time step up industrialization. While the expansion of trade on a multi-lateral basis is in the best interests of the country, Canada, it was stated, cannot proceed further or faster in setting the example for freer trade between nations than is justified by the actions of the leading trading nations of the world.

The Chamber's brief also advocated that some form of financial machinery for longer term credit facilities be made available to Canadian exporters in order to enable them to be competitive with exporters of other countries who now enjoy such credit facilities.

Other Recommendations

The Chamber's submission also asked that the Government:

1. Use the provisions of the Agricultural Prices Stabilization Act to protect the farmer from disaster and not to encourage over-production.
2. Take aggressive action to ensure a greater and more continuous flow of desirable immigrants.
3. Re-examine the Canadian defence program to ensure that adequate provision is being made for the vastly more expensive weapons of the future.
4. Organize and train the forces in Canada, other than those for whom an immediate operational role is contemplated, to assist the civil population to survive a nuclear attack.
5. Continue economic support to under-developed countries, in particular those within the Commonwealth.
6. Complete as expeditiously as practicable the review being made of combines control legislation.
7. Stop advertising, promotion and solicitation activities carried on by the Annuities Branch of the Department of Labour and release or transfer to other work the staff now engaged in such work, and discontinue the sale of group annuities by the Annuities Branch.

8. Recognize with respect any regulation required at the national government level relating to energy resources that this regulation should be administered by existing agencies of the Government of Canada, augmented where deemed necessary.

9. Take the lead for the immediate establishment of machinery for interprovincial liaison and planning for the construction of interprovincial, development, and other highways of national importance.

10. Provide for observance of Victoria Day to take place on the Monday following May 23.

11. Give necessary industries in Canada every possible support exclusive of subsidies to encourage the export of finished goods.

12. Take the necessary steps towards the holding of a World Fair in Canada in 1967 to mark the Centennial of Canadian Confederation.

Round Table on Man and Industry

Last of three annual conferences for exploring impact of rapid industrialization on human well-being is held. Book on the series to be published in near future

The last session of a series of three annual conferences, known as the Round Table on Man and Industry, was held under the auspices of the School of Social Work, University of Toronto, on November 2-7. The object of the conference was to explore the impact of rapid industrialization on human well-being.

This session, like the earlier ones (L.G. 1956, p. 1366 and 1957, p. 1426), was attended by about 120 delegates representing management, labour, government, the universities, and various national, religious, welfare and other organizations.

The visits to "impact areas" that were an important feature of the first two conferences, and for which the delegates were divided into six groups to visit six selected areas, were omitted this year. On one afternoon and evening, however, the whole conference visited the International Business Machines plant and the newly developed community in Don Mills. The groups also maintained their identity for group discussion.

Each group provided one member of a panel for plenary discussion of each of the three topics which had been brought out at the previous sessions as most worth discussing in this last session. A paper on each subject was read in plenary session. A discussion by the six groups followed, and this was rounded off by a panel presentation at the second plenary session, after which there was a brief period for further discussion.

The three papers were: "Human Considerations in Urban Development," by Dr. Stewart Bates, President of Central Mortgage and Housing Corporation; "Community Participation," by Dr. Murray Ross, Vice-President of the University of Toronto; and "Personal Satisfaction," by Dr. Alastair MacLeod, Assistant Director, Mental Hygiene Institute, Montreal.

Sir Geoffrey Vickers

The opening address on "The Industrial Predicament" was given by Sir Geoffrey Vickers, VC, Chief Consultant to the Round Table. The speaker said that the conference started from the hypothesis that industrialization affects well-being, and that so far on the whole its effect has been good.

"There is no doubt whatever that in Canada today industrialization has brought an abundance of material wealth and has made it available to a very large proportion of people." Nor has all this been bought at the cost of freedom and order. "Why then," he asked, "our three years' stock-taking? Why the undertone of anxiety?"

The first cause for doubt, Sir Geoffrey said, was whether the recent economic changes had disturbed social relations, which were more subtle but not less important than economic abundance and equal distribution. The second doubt was the view that "industrialization distorts the values by which people live, inculcating standards which are neither satisfying in themselves nor sufficiently attainable, because they are related to measures of material success which are continually being shifted by the competitive process." The third and most radical of the three doubts was that contained in "the criticism that rapid industrialization makes demands on our adaptation greater than we can meet, except at a cost which we have not yet counted."

The speaker went on to discuss the supposed dangers implied in these criticisms of the present industrial age.

Stewart Bates

The President of Central Mortgage and Housing Corporation spoke of the difficulties of town and city planning in the present

age, and of the many forces working independently to produce the total result.

"Cities were once simple and engendered real affection in those whose opinions formed them. Common symbols and techniques made for order and focus," the speaker said. "The 19th and 20th Centuries released new forces. Science and industry led to rarefied purposes and values in townbuilding . . .

The choice of the urban form became more and more fragmented, and development of the urban art deteriorated. Some choices are made by municipal planners and highway engineers; other choices by politically elected municipal persons; still others by corporate managers of substance and power; some choices made today are without reference to precedence and subsequent choice. A common mind as to the total form of the unfolding townscape does not exist. Most individuals, if they ever consider the form of city growth at all, feel powerless in face of these powerful groups.

To overcome certain conditions we need action, Mr. Bates said. The necessary investigations "must involve collaboration between the three groups—governments, corporate organizations, and people". It is only through such action that we can get "a common language . . . on the art of city building."

Alastair W. MacLeod, M.D.

There are three "schools" to which the developing individual goes—"the familial, the academic and the industrial," said Dr. Alastair MacLeod, Assistant Professor, Department of Psychiatry, McGill University.

Speaking of industry as "one of the senior educational institutions of our society," Dr. MacLeod said: "There are areas in which modern industry has failed modern man. These are the areas in which it has nullified or failed to reinforce the skills learned earlier in life. For many workers it has become a dead end rather than a springboard for further achievement. Industry still tends to dominate man rather than to teach him. In this it hinders rather than fosters the satisfying of one basic need—the need for personal satisfactions which are the reward of a continual increase in the skills of living."

Industry's need for a highly mobile labour force was also liable to conflict with the welfare of the individual, especially if the reasons for the moves demanded by industry were not explained to him, and "if the move is seen as a result of an impersonal decision by an impersonal management".

Modern industry often failed to meet man's "need for an abundance of stimulating, challenging, even irritating experiences. Individuals cannot function adequately unless the circumstances of their life provide them with opportunities for experiencing some tension, uncertainty, anger, anxiety, worry and even quarrels and open hostility," the speaker said.

"Contrary to popular comment on the increasing stress of modern industrial life, industry has not met man's need for stress of the right kind," he continued. "All stress should not be completely eliminated from human relationships but rather it should be maintained within the limits required for stimulation without being allowed to reach the point where it assumes breakdown proportions."

It was also argued, he said, that certain trends in modern industry are "theoretically capable of disturbing biological harmony of family organizations". In illustrating this argument earlier he had said: "Father no longer has opportunities for pursuing aggressive competitive goals openly at work. Some of his basic masculine needs remain unmet. Mother no longer feels she has a real man for a husband and becomes openly aggressive and competitive herself, even moving out of the home into industry in her efforts to restore the biological balance." Further complications were seen in the behaviour of the children.

The efficiency that industry seeks for itself may also be inimical to man's health through its emphasis on "productivity and stereotypy of response," Dr. MacLeod pointed out.

A book on the experiment of the Round Table, written by Sir Geoffrey Vickers, will be published in the near future by the University of Toronto Press. Plans have also been made to produce a pamphlet explaining the method of the conferences.

White-Collar Workers Increase in West Germany

The drive for automation in West German industry is strengthening the white-collar worker's position.

Between 1950 and 1957 the number of white-collar workers increased by 67 per cent, compared with a rise of 47 per cent for manual workers.

In 1950 there were 19 white-collar workers for each 100 manual workers. At the end of 1957 the ratio was 22 to 100.

Manpower Developments in Canada, 1958

Last year was one of adjustment and recovery from economic contraction of late 1957 and early 1958. Gains in production, employment and income smaller than in most postwar years. Labour force growth more moderate than in 1956 and 1957

Most of 1958 was a year of adjustment and recovery following the contraction of economic activity that took place during the latter part of 1957 and early 1958. Advances in production, employment and income for the year as a whole were therefore smaller than in most years of the postwar period.

The value of the nation's total output of goods and services was running at an annual rate (seasonally adjusted) of \$32,-388 million in the third quarter, which was 2.2 per cent higher than in the third quarter of 1957. The advance in real output was quite modest, however, as prices continued to rise during 1958.

The underlying employment trend turned up early in 1958 after declining fairly steadily from the second quarter of 1957. While the over-all employment gain was small, the loss incurred in non-farm employment during the contraction was recouped by the end of 1958. The gain extended however, across a much narrower front than it did, for example, in 1955. Farm employment continued the long-term downward trend.

The labour force showed a more moderate rate of increase in 1958 than in the preceding two years. For the year as a whole, the labour force was estimated to be 126,000 higher than in the previous year. This compares with annual increases of 172,000 and 221,000 respectively during 1956 and 1957.

The reduced number of new entrants to the labour force this year can be attributed to the relatively small increase in the adult population. The civilian non-institutional population aged 14 years and over showed an average increase of only 14,000 a month in the fourth quarter of 1958 compared with 19,000 a month in the same period the year before.

Most of the year-to-year difference was due to changes in immigration. In 1957, some 282,000 immigrants arrived in Canada, and about half of them became attached to the labour force. In 1958, the number of immigrants entering the country was estimated at 125,000.

Although lower immigration was probably the principal cause of the slower growth of the labour force during 1958, a drop in the proportion participating in the labour force was an important contributing

factor. In December 1958, 53.4 per cent of the population 14 years and over were in the labour force compared with 53.8 per cent a year earlier. In other words, if the participation rate in December 1958 had been the same as a year earlier there would have been 40,000 more persons in the labour force. There are various reasons for the decline in participation rates, one of the most important being the scarcity of job opportunities. It is notable that the fall in labour force participation is most marked in the older and younger age groups.

One of the major problems in 1958 was the relatively high level of unemployment. For the year as a whole the number of persons without jobs and seeking work was almost two-thirds higher than in 1957. As the year drew to a close there was evidence of improvement, however. The increase in job-seekers between August and December was only about half as large as in the previous year although the unemployment level in December was still higher than a year earlier*.

Female Employment

Employment of women continued at a high level during 1958. The monthly average number with jobs was about 40,000 higher than in 1957. Throughout the year some 25 per cent of all women of working age continued to hold jobs, with a low point of 24.4 in February and a peak of 26.0 in October. There was less fluctuation in the proportion of women job-holders in 1958 than in the preceding year, when the February low was 24.2 per cent but the high point, which came in January, was 26.4.

The year-to-year increase in the number of women in the labour force was 60,000 on average, but in December the increase had dropped to 24,000. This represents about 22 per cent of the total growth in the female population of working age. From January to August, each month showed a higher labour force participation rate for women than a year earlier, but it fell below the 1957 level in September, and again in December.

*For an article on the outlook for 1959 see January issue, page 2.

The proportion of women without jobs and seeking work—always much smaller than the proportion of men—was consistently higher in 1958 than during the previous year. The monthly average in this group rose from 30,000 to 50,000, and the monthly increase from December to December was about 8,000.

Expansion of female employment was not as great as in other recent years, mainly because employment for teen-age girls remained almost unchanged while the number of girls in the 14-19 year age group rose by some 31,000. Most of the girls did not seek jobs, but some 6,000 did, and they account for three quarters of the increase in women job-seekers during 1958. (Lack of job opportunities for new entrants affected particularly teen-agers of both sexes.)

For women aged 20-44 there was no increase in jobs; there was in fact a slight drop. But this was offset by a substantial growth in the number of jobs held by older women (45-64), most of them presumably married. For the first time, in September 1958 there were more married than single women working. This continued through October and November, but by the end of the year single women workers had again overtaken the married.

An unusual feature of women's employment in 1958 was the relatively high level in agriculture throughout the summer, reaching a peak in the late fall but falling to more regular proportions in the closing months of the year.

Industrial Employment

Employment expansion during 1958 was largely concentrated in the service industries. In November, the number of persons employed in services, which include schools, hospitals, federal, provincial and local government agencies, theatres, law firms, barber shops, laundries, hotels, restaurants and a variety of other establishments of a similar kind, was estimated at 1,313,000, which was 101,000 more than a year earlier. These industries have shown a relatively high rate of growth in all postwar years and are largely responsible for the strong demand for women workers.

Activity in the goods-producing industries increased moderately as the year progressed, although the pattern was not uniform. The over-all business recovery was hampered by weaknesses in a number of key durable goods industries. Automobile plants operated at a relatively low level until the latter part of the year; in the first ten months sales were 7 per cent lower than in the comparable period in 1957. There was, however, a sharp increase in output at the end of the year. The shipbuilding and railway rolling stock industries also showed employment declines owing to reduced orders. Electrical apparatus, household furnishings and building materials showed a noticeable improvement, in large measure owing to the stimulus provided by a record rate of housebuilding.

The soft goods industries fared better than durables in 1958. Total output of non-durables increased fairly steadily following the January low. In October, the index (seasonally adjusted) stood at 248.5, only 2 per cent below the 1957 peak. The improvement extended across a broad front, with paper products, textiles, chemicals, food and beverages showing gains.

As usual in the early stages of business recovery, the increase in output was accomplished to some extent by reducing

INDUSTRIAL PRODUCTION

(Adjusted for seasonal variation)

Volume Indexes (1935-39=100)

Industry	1st quarter 1957	4th quarter 1957	3rd quarter 1958
Total Industrial Production	291.1	275.4	278.2
Manufacturing	290.1	270.1	271.8
Food and Beverages	247.1	250.1	253.3
Tobacco Products	361.4	347.6	414.7
Rubber Products	321.2	295.4	313.2
Leather Products	148.9	146.9	153.7
Textile Products	184.5	160.3	165.7
Clothing	154.7	146.4	158.6
Paper Products	282.5	253.4	278.1
Printing and Publishing	242.7	219.2	224.9
Petroleum and Coal Products ...	466.1	440.9	426.8
Chemical and Allied Products ..	301.2	305.9	308.4
Wood Products	237.3	223.2	230.9
Iron and Steel Products	338.3	278.3	262.4
Transportation Equipment	385.6	360.3	311.1
Non-ferrous Metal Products	306.1	276.9	265.2
Electrical Apparatus and Supplies	523.6	466.1	477.3
Non-Metallic Mineral Products ..	492.2	536.3	588.4
Mining Production	289.2	282.9	287.6
Electricity and Gas	305.8	312.0	312.7

part-time work and lengthening the work week rather than by hiring additional workers. Thus, average hours worked in manufacturing (seasonally adjusted) increased from a low of 39.6 in November 1957 to 40.5 in September 1958.

The declining trend in construction employment that began in the second quarter of 1957 was arrested early in 1958. From that time, employment in construction remained quite stable, although some important segments of the industry showed opposing trends. Residential construction was an important area of strength throughout 1958. At a seasonally adjusted annual rate of \$1,832 million in the third quarter, outlays for residential construction were at an all-time high and nearly 10 per cent

above the high level of the first quarter of 1958. Outlays for non-residential construction, seasonally adjusted, declined by 2.9 per cent between the first and third quarters. Expenditures on non-residential construction showed a decline of about 8 per cent between the peak in the third quarter of 1957 and the third quarter of 1958.

Forestry employment continued at an unusually low level during 1958 owing to a decline in pulpwood production. Developments in the lumbering industry were much more encouraging. Lumber sales increased markedly during the year, resulting in a corresponding rise in production. In October, for example, total production of sawn lumber in Canada was 18 per cent higher than in the corresponding month in 1957.

Labour-Management Relations

The past year was eventful in the labour relations field, notably in the area of collective bargaining. The tendency since the late 1940's has been to sign contracts for more than one year's duration, generally for two or three years. A great many agreements of varying duration terminated in 1958, resulting in a long list of key agreements to be negotiated. In no other recent year have so many agreements come due. In addition, a number of negotiations, notably that of 130,000 non-operating railway employees, carried over from late 1957.

Since a number of the strikes in 1958 were of long duration, much more time was lost through work stoppages during the year than in 1957—an estimated 2,819,000 man-days compared with 1,635,000 man-days in 1957. Large-scale strikes were more prevalent in Ontario and British Columbia than in other parts of the country.

By the end of 1958 settlements had been achieved in all major industrial disputes. The Canadian worker achieved a further increase in wages and improved working conditions. While wage increases were passed over more frequently in 1958 than in any postwar year surveyed, the vast majority of settlements included a wage advance. Wage increases were most often within the range of 5 to 10 cents an hour. Improvements in working conditions included the extension of three weeks' vacation among workers with 25 years' service. Some of the agreements also featured increased pension plans.

It is noteworthy that labour organizations have continued to maintain their membership at about one in every three non-agricultural paid workers. In January 1958,

a total of 1,454,000 members were reported, an increase of almost 5 per cent over the previous year.

Working Conditions*

Comparisons obtained from the annual surveys of working conditions conducted by the department's Economics and Research Branch show that during the 12 months ending April 1, 1958 there was a continuation of the movement towards the 40-hour week for plant workers in Canadian manufacturing. During this period the percentage of workers employed in plants whose normal work week was 40 hours or less rose from 66 per cent to 70 per cent of those covered by the annual surveys. Only 43 per cent of the plant workers covered by the survey of April 1, 1953 were in establishments with a normal work week of 40 hours or less.

During the five-year period, 1953 to 1958, the percentage of plant workers with a five-day work week schedule rose from just under 79 per cent to a little more than 88 per cent.

Paid vacations of two weeks were reported by establishments employing 95.3 per cent of the plant employees at April 1, 1958. This was a very slight increase over the percentage reported in the 1957 survey, 94.8, but the 1958 survey showed a continuation of the trend towards shorter service requirements for qualification for such vacations. At April 1, 1957, 60 per

*For more detailed information on working conditions see *Working Conditions in Canada, 1958*, available from the Queen's Printer. See also annual articles on working conditions in manufacturing in the *LABOUR GAZETTE*, the most recent being that in the September 1958 issue, page 1,049.

cent of the workers covered by the survey could qualify for a paid vacation of two weeks after service of three years or less; a year later this proportion had risen to 65 per cent.

There has been a steady increase in the proportion of workers in manufacturing plants which provide a three-week vacation and this increase has been accompanied by a reduction in service requirements. The three-week vacation was extended to about 73 per cent of the plant workers in 1958, compared with some 68 per cent in 1957. In 1953, just half of the workers covered by the survey of that year were in plants which provided for such a vacation after any period of service. Although 15 years

is still the usual service requirement, those qualifying after fewer than 10 years' service rose from 1 per cent in 1957 to almost 4 per cent at April 1, 1958.

Similarly, provisions of a four-week paid vacation also increased, from about 12 per cent in 1957 to almost 16 per cent in 1958. In 1953, only 4 per cent of plant workers were in establishments which made provision for four-week vacations. The service requirement for a four-week vacation is almost always 25 years.

Almost 18 per cent of the plant workers in Canadian manufacturing are now granted nine or more paid statutory holidays; this proportion compares with 14 per cent in April 1957 and 9 per cent in 1953.

Regional Employment Conditions

Atlantic

Apart from seasonal fluctuations, employment in the Atlantic region was quite stable during most of 1958. The low point in activity was reached early in the year, bringing an end to the downward trend that began in July 1957. Farm employment increased more than usual during the spring and early summer so that the total number of persons with jobs (seasonally adjusted) showed a rise of 13,000 between March and August. By December, total employment was only 5,000 above the March trough owing to a reversal of the trend in agriculture. For the year as a whole, total employment (annual averages) was estimated at 479,000, some 20,000 lower than in 1957. Unemployment was considerably higher than in 1957 although some improvement occurred towards the end of the year.

The decline in business activity from 1957 to last year's low point was deeper and more widespread in the Atlantic provinces than in other parts of the country. Persons with jobs (seasonally adjusted) in this period decreased by more than 6 per cent compared with a 3-per-cent decline for the country as a whole.

Although the declining trend in business activity was arrested early in 1958, the forces responsible for the recession had still not altered appreciably at the end of the year. The pattern in 1958 was mainly one of adjustment, with relatively small production and employment gains. Most economic indicators showed only slight improvement during 1958 so that over-all economic activity can be expected to remain fairly stable in the early part of 1959.

Inventories of pulpwood, although lower than in the previous year, were still high in relation to consumption. In manufacturing, conditions continued to be almost

uniformly less favourable than in the previous year. The construction industry was quite active during the latter part of 1958 after operating at a relatively low level earlier in the year. By November, construction employment was higher than in the previous year in all four of the Atlantic provinces. Most of the improvement came from increased housebuilding; housing starts in November for the region were one third greater than in the same month of 1957. The employment gains in engineering construction were relatively small all year compared with the sharp advances in the value of contracts awarded; but because contracts are usually let well in advance of initial construction, some improvement may take place in this sector during the coming year.

Reduced sales for most major commodities such as lumber, newsprint and steel resulted in sharp cutbacks in employment and production in manufacturing and brought about even sharper declines in certain non-manufacturing industries associated with these products. Forestry employment, for example, was about 20 per cent lower, on the average, in the first 11 months of 1958 than in the same period the year before. The cutback in steel production had a dampening effect on the demand for iron ore; temporary shutdowns and intermittent layoffs at the Bell Island Mines in Newfoundland were a direct result of curtailment of production at the Sydney steel plant.

Pulpwood logging and lumbering showed some strengthening towards the end of 1958, but employment in forestry remained lower than in most recent years: at the normal peak season last summer, it was only half the level of the previous year.

Weaknesses in the commodity producing industries had a dampening effect on employment in transportation. Employment in steam railways recovered slightly during the latter part of 1958 but was 10 per cent lower in the first 11 months than in the same period in 1957. Truck transportation showed a similar decline, mainly because of reductions in output of forestry and manufacturing.

Quebec

Economic activity in Quebec made a recovery in 1958 in spite of persistent weaknesses in mining and parts of manufacturing. In March, total employment, seasonally adjusted, was down between 3 and 4 per cent from the previous high in mid-1957. This loss was fully recovered in the second quarter of the year and although it fell off somewhat in succeeding months the average for the year was still fractionally higher than for 1957.

The labour force in 1958 showed an increase of 3 per cent over 1957, not as great as the 3.8-per-cent gain of the previous year but above the average for the country as a whole.

Since the number of new jobs failed to expand at the same rate as the labour force, the average level of unemployment was considerably higher than in the previous year. The year-to-year difference diminished steadily towards the end of 1958 and recent strengthening in a number of industries suggests that this improvement may continue.

Steady gains in trade, finance and services, a record level of residential construction, and some improvement in forestry towards the end of the year have been the main factors contributing to the gain in over-all employment.

The logging industry experienced one of its worst years in the postwar period. Employment was on average 30 per cent lower than in 1957 with most of the loss concentrated in the winter and early spring. The last half of the year saw a considerable improvement. Winter pulp cutting programs were generally larger than the previous season and lumber production was markedly higher.

The construction industry was a major source of strength in 1958. Although the peak of labour requirements had been passed in many of the large power and resource development projects, there were offsetting increases in other types of construction. Housing starts in the first 11 months were 33 per cent higher than in the same period in 1957 and the number of

units under construction at the end of November was up 35 per cent. A substantial rise in road building during the year gave added strength to the over-all construction picture.

Mining employment in 1958 was more than 5 per cent lower than in 1957. To some extent the decline was a result of reduced demand for base metals, which affected not only established operations but also slowed down development work in the new fields. The reorganization of operations in asbestos mining caused some layoffs in the early part of the year but increased employment and production were reported towards the end of the year.

Manufacturing employment was, on the average, some 5 per cent below the average of the previous year. Although nearly all groups within manufacturing showed lower employment in 1958 than in 1957, there were differences in employment trends. Employment became firmer during the year in the pulp and paper industry, as excess inventories were being reduced and demand in Canada and abroad improved slightly. Sawmills experienced a good season in the second part of the year in response to growing requirements of the construction industry. Primary and secondary textile plants showed signs of improvement from August on, although employment was still well below the level of 1957. Employment in the iron and steel and transportation equipment industries was about 11 and 12 per cent lower than in the previous year. While sharp employment declines in the iron and steel industry seem to have come to an end in March 1958, the downward trend is still continuing in the transportation equipment industry. The amount of shipbuilding work fell steadily through the year; and the resulting employment decline was accentuated by a two-month strike in Lauzon. At the end of the year shipbuilding employment was down more than one-third from a year earlier.

As in other regions, the increasing labour needs of the service and distribution industries have been another support to activity in the region; employment in the various industry groups showed gains of from 2 to 5 per cent. In addition, the upturn in logging and the record level of residential construction has resulted in lower unemployment in many centres. Employment in the textile and clothing industry, one of the largest employers in the region, was also considerably more active in the last quarter of 1958 than a year earlier. As a result of these developments, the general tone at the beginning of 1959 was stronger than a year ago.

Ontario

The downward trend in Ontario's economy that began in the second half of 1957 continued into early 1958. Employment (apart from seasonal) declined between 2 and 3 per cent from the peak in August 1957 to the low in February 1958. Part of the loss was recovered during the early spring months but average employment for the year as a whole was slightly below the year-earlier levels. The difference was almost entirely due to the decline in agriculture.

The decline in employment combined with a rise in the labour force resulted in a higher level of unemployment. The number of persons without jobs and seeking work was, on the average, about 60 per cent higher than the year before, but still well below the Canada average.

The employment situation was the result of opposing trends in various industries. A decline in activity was most noticeable in manufacturing, industrial construction, and the resource industries (except uranium). Average employment in manufacturing in the first 11 months of 1958 was about 7 per cent lower than in the same period a year earlier. Most affected were producers goods industries, automobiles and other consumer durables, and textiles. The drop in employment in iron and steel products, machinery manufacturing, and electrical apparatus and supplies ranged from 9 to 13 per cent. On the other hand, production of some durable consumer goods and most non-durables remained strong and even showed year-to-year gains.

In the resource industries, forestry employment experienced a drastic year-to-year decline which averaged 32 per cent in the January to November period. Employment in mining, though disrupted by the strike at the International Nickel Company in Sudbury, was substantially higher than in 1957, mainly due to a spectacular rise in uranium production. The value of uranium output is expected to exceed \$200 million for 1958, compared with about \$78 million in 1957.

Among the causes that contributed, in a positive or negative way, to shaping Ontario's economy during 1958, these factors stand out: population growth, construction, motor vehicle production, and foreign trade.

Ontario experienced a sharp increase in population in 1957, mainly because of the unusually large number of immigrants who settled in the province. As a result, the adult population of working age in the region increased by 3.4 per cent, compared with 2.8 per cent for Canada as a whole.

In 1958, immigration was substantially reduced and the rate of population growth declined to 2.4 per cent, still higher than the Canadian total. In spite of the slowdown in population growth in 1958, the increase in the preceding year, which exceeded the growth of employment in that year, meant that a surplus of workers was carried into 1958. This surplus increased during the early part of 1958 as employment in the region declined (apart from seasonally). In the latter part of 1958, the year-to-year difference in unemployment narrowed slightly as the growth of the labour force declined and employment improved.

Construction remained one of the principal sustaining forces in the region's economy throughout the year, a sharp drop in industrial construction being to a large extent offset by the increase in new housing. During the first half of the year residential construction exceeded the previous year's volume by about two-thirds, due to the slow start of residential construction in 1957. Since the middle of the year, the year-to-year margin narrowed but still remained very substantial. Total housing starts in the first 11 months of 1958 were some 39 per cent higher than a year earlier. Since the second quarter, construction activity received added strength from large government, institutional, and commercial building programs. The completion of a number of resource development and power projects, notably the St. Lawrence Seaway and Power Project and the Trans-Canada Pipe Line, were the main factors in the decline of total construction employment. Little increase was evident in this type of construction at the end of the year.

The drop in automobile production was the main domestic factor responsible for the decline in manufacturing employment. Motor vehicle production dropped steadily between the fall of 1957 and the first quarter of 1958, resulting in a 20-per-cent year-to-year decline during the first nine months of the year. In the last three months production rose gradually, reducing the difference for the year as a whole to 14 per cent. Employment-wise, however, the decline was much greater (21 per cent), due to measures taken by the producers to reduce production costs. It was in keeping with the decline in economic activity that production of commercial vehicles declined at a faster rate than passenger cars. It is also worth noting that motor vehicle sales for the first 10 months dropped by only 4.7 per cent over the year, the gap between production and sales being filled by imports and inventory liquidation.

Owing to the important position of the automotive industry as a user of a great variety of materials, the drop in motor vehicle production was reflected in the output of steel and other metals, rubber, glass, textiles, and many other items. The increase in motor vehicle sales in recent weeks and the substantial drop in inventories (23 per cent between October 1957 and 1958) suggests that 1959 will bring an improvement in this industry.

Foreign trade played, both directly and indirectly, a decisive part in the economic decline in the region. Declines in total Canadian exports had a strong impact on Ontario's economy and were felt particularly in forestry products, iron ore, copper and other primary products. The decline began in the first half of 1957, and 1958 brought little improvement. Largely as a result of this decline, the resource industries experienced a drop in investment, which in turn resulted in the reduced demand for heavy industrial machinery and equipment. An important exception among the resource industries was uranium, whose total Canadian export value in the first 10 months of 1958 was more than double that of the same period a year earlier. The expansion of uranium output at Elliott Lake helped alleviate the effects of the decline in forestry and mining in Northern Ontario. Another important factor of strength was the increase in export of beef cattle to the United States.

Imports continued to have an adverse net effect on Ontario's economy. Although total Canadian commodity imports declined during the year, the decline was due mostly to reduced investment and largely concerned capital goods. The consumer goods industries continued to feel the pressure of foreign competition, which was particularly noticeable in the automotive industry, in textiles and in electrical apparatus.

The weaknesses in manufacturing, in the resource industries, and in foreign trade were partly offset by continued strength in the service and distributive industries. Employment in service and public utilities throughout 1958 was considerably higher than a year earlier, while employment in trade for the first 11 months of the year showed a slight increase over the previous year.

In the past year, three different periods of economic development can be distinguished: a period of contraction in the first quarter, which was essentially a continuation of the conditions that prevailed in the last quarter of the preceding year; a period of levelling-off during the second

and third quarter; and a fourth quarter which showed signs of consolidation and new strength. In addition to the decided improvement in the fourth quarter in the automobile industry, another encouraging sign can be seen in inventory movements: since the second quarter inventory liquidation has slowed down and in many establishments interviewed recently, stocks were considered low in relation to current sales. The rise in automobile production should soon have a beneficial effect on the many industries that depend on the automobile industry.

Prairie

The prairie economy generally continued to expand in 1958. Setbacks were experienced in a few segments but the number of job holders rose to an all-time high. In spite of a decline averaging 3 per cent in agriculture, total employment was estimated to be up almost 2 per cent from 1957. The increase in employment was not quite sufficient to offset the increase in the labour force, however, so that there was more unemployment than the year before.

A substantial increase in non-farm employment brought its total for the year to 4 per cent above the 1957 figure. This very nearly equalled the 1956-57 change of 5 per cent. The 1958 labour force increase from the year before was equal to 2.5 per cent, the average rate for the preceding three years. Unemployment was higher than in 1957 until the fourth quarter, when the year-to-year difference dropped to negligible proportions.

Increased mechanization enabled the smaller agricultural labour force to increase total production and income. This total, shared among fewer individuals, allowed them to have higher gross returns, net incomes being affected by higher costs. A slightly smaller grain crop due to drought was offset by an increase in livestock production. Grain sales included disposal of some stored surpluses and were, in total, about equal to 1957. Both shipments and prices of livestock were much higher. Thus, the farmer's cash position, while not reaching the levels of 1955 and 1956, was improved from 1957.

Ample farm labour was available through the summer and fall. There was for the first time no movement of workers from Eastern Canada in the government-assisted harvest excursion which had been an annual feature for many years.

The 4-per-cent increase in non-agricultural employment varied, in year-to-year terms, from a low of less than a 1-per-cent gain in January over the same month in 1957 to a high of more than a 6-per-cent gain in the summer over the same period of the previous year. At the close of the year the gain over 1957 was about midway between the low and the high. Continued steady expansion in trade, finance, and service occupations, which together make up more than one quarter of all non-agricultural employment, and a resurgence in construction accounted largely for the gain.

Construction employment in 1958 began at a lower level of activity than at the beginning of 1957. It turned up sharply in the spring, however, and continued to gain until the fourth quarter, when the usual seasonal factors prompted some decline. At this time, construction employment was more than 7 per cent higher than in 1957.

In the year-to-year comparison, only engineering construction was off. Erection of business and industrial structures was improved. Residential building achieved new records, with the number of urban starts estimated to be almost half again as high as in the previous year. Calgary's building permits, at \$100,000,000, were double the total for 1957 and a third higher than the previous record set in 1956, Regina's increased more than 50 per cent, and Saskatoon's total was 33 per cent higher.

In the gas and oil industry, a loop to parallel the main line to Lake Superior, and additional compressor stations were completed. Twenty-six million dollars were spent by a pipeline company in Alberta for gathering systems, and the Saskatchewan Power Corporation built 470 miles of line at a cost of \$16,000,000. Electric generating capacity under construction in the year included a hydro project near Winnipeg and thermal plants in all provinces. One of the two 265,000 kilowatt, \$40,000,000 plants in Saskatchewan is located at Estevan to utilize the lignite coal deposits there.

The first commercial potash to be mined in Canada was shipped in December from a mine near Saskatoon, one of the two \$20,000,000 sites in Saskatchewan. In the precambrian area of Northern Manitoba three large projects are under development at Moak Lake, Thompson, and Kelsey for the exploitation of non-ferrous metals. Under construction are mining facilities, generating capacity, and housing.

The phenomenal growth of Alberta's oil industry suffered a setback. Due to decreased demand in Eastern Canadian and export markets, production declined by approximately 20 per cent and drilling completions were down 17 per cent from 1957. Some revival was evident at the end of the year, but employment was down 10 per cent from a year earlier. Coal mining in the Crownsnest Pass district was also hard hit by the competition of oil and gas for domestic and industrial uses.

Saskatchewan's and Manitoba's oil products sell mainly to the markets of the central provinces in Canada and the Minneapolis-St. Paul area of the United States. Because they are closer to these markets than the Alberta producers, who also depend on these areas for a large part of their sales, they possess a competitive advantage in cheaper transportation costs. They were, therefore, enabled to continue their expansion through 1958. New markets and cheaper production methods also precipitated a near boom in the lignite coal industry of Southeastern Saskatchewan. Natural gas exploitation continued at a brisk pace in all three provinces.

Manufacturing evidenced some varying trends. General inventory liquidation, weakness in demand for partly processed primary products, and foreign competition for highly processed goods reversed the general growth trend. Aircraft parts factories, railway shops, and garment makers were in a particularly vulnerable position. Agriculturally based industries and producers of goods with local markets fared best. These included printing and publishing, some construction material fabrication, and food—particularly meat packing—and beverage industries. On balance, total employment in manufacturing was slightly down from 1957 for most of the year, with some relative gain taking place in the fourth quarter.

Continuing mechanization and reduced shipments of coal, ore, and grain combined to depress employment in transportation. In forestry it was near normal in the western half of the region but decidedly lower in the Lakehead district. Maintenance of urban consumption expenditures at a high level and improvement in the farmer's cash position added buoyancy to employment in the wholesale and retail occupations. The moderate increase here was important because of the large numbers engaged in these activities. Higher retail sales and exports in the fourth quarter provided the impetus for increased production of consumption goods and for increased

investments. Thus the Prairie region was enabled to end the year with a larger part of its labour force employed than any of the other four regions.

Pacific

The main features of the year in British Columbia were a heavy volume of unemployment, protracted labour-management disputes in construction and transportation, and a severe drought which caused the complete shutdown of logging operations in many areas for the better part of three months. These developments tended to obscure a significant strengthening in the demand for lumber, a very high level of residential construction and some strengthening in mining towards the end of the year.

Employment in the region (seasonally adjusted) dropped about 4 per cent between mid-1957 and the end of that year, remained stable during the first half of 1958, and rose steadily in the last six months. In December, employment was 3 per cent higher than a year earlier and only slightly below the 1957 peak.

In common with the rest of the country, the labour force growth in British Columbia slowed down in the last half of the year after more than a year of unusually rapid expansion. In the first half of the year the labour force was 2 per cent higher; in the second half, on the average, 1 per cent greater than in the same period in 1957.

The combination of reduced labour force growth and steady employment gains improved the unemployment picture. At the year end unemployment was about the same as a year earlier, although it was still high in relation both to previous years and to the national average.

Construction was a major factor preventing an early rise in activity. Investment dropped in 1958 from the high level of the past few years as expansion slowed down in utilities, pulp and paper manufacturing, oil refining and aluminum smelting. The resulting employment decline was accentuated by a series of labour-management disputes that began early in March and were not concluded until the end of September. Although residential building reached a record level, average construction employment was down about 28 per cent from a year earlier.

The fall in base metal prices during the past two years had a considerable effect on mining employment in this region. Employment in mining was, on the average,

18 per cent lower in 1958 than in 1957. Most metal mines in the region reduced operations and two fairly large operations closed down entirely. As a result of increased base metal prices at the end of the year the outlook for 1959 is somewhat brighter. Preparations were underway to reopen the Britannia mine, and rehiring in other mines seemed to be in prospect.

Manufacturing employment in 1958 averaged 7 per cent below 1957. In part this decline was an indirect effect of reduced activity in construction, logging and mining. In addition, however, government naval contracts were gradually completed, with consequent layoffs in shipbuilding and machine shops. Contracts for naval ships were awarded at the end of the year but these were not expected to result in any appreciable hiring for some months.

The strength of demand for lumber has been an important support to manufacturing. Lumber shipments began to pick up early in the year as a result of the recovery in residential construction and a drop in ocean freight rates. Gains were mainly in shipments to the United States, which in the first 10 months were up 28 per cent over 1957. Production in the same period was up 12 per cent. Sawmill employment showed a corresponding recovery except in areas affected and seasonal restrictions.

As in other parts of the country the service and distributive industries have been an important support to employment. The gain in British Columbia was relatively small, however, owing in part to the unsettling effects of industrial disputes last summer.

The return of industrial peace to the region and the increased demand for lumber and base metals have brightened the outlook for 1959. The prolonged dispute last summer left a large backlog of work on many construction projects that, together with the large number of houses under construction, will tend to minimize the seasonal employment decline this winter. Logging camps were at higher operating levels than usual in December and most of those forced to close by weather conditions planned to reopen as soon as possible in the new year. There appears to be little prospect of much improvement in shipbuilding, iron and steel products and pulp and paper mills before mid-1959. On the whole, however, a higher level of total employment may be expected during the coming year.

Successful Rehabilitation—XV

Fifteenth and final article in series showing the success in rehabilitation that can be achieved through precise matching of the handicapped person to the job

This is the fifteenth and last in a series of articles illustrating that when a community co-operates in the treatment, training, guidance and placement of a disabled person, he can often meet all the essential requirements of a job. It was written by G. C. Reibling, Special Placement Officer, National Employment Office.

Three years ago Walter was a normally healthy man for his 63 years. He was completing 35 years in a fairly important clerical job with the railway and was looking forward to several more years of pleasant and gainful employment in that occupation. But one evening, in the space of a few seconds, a freak accident changed all that.

While closing his garage doors—usually an uneventful operation—he suffered an injury that resulted in major paralysis.

The next three years were spent trying to obtain a cure for his injury. At last the inevitable had to be faced: he was not only in the geriatrics class but was paralysed from the waist down with no hope of improvement. He had to resign his position. Heavy braces were placed on his legs and he was able to get around a little with what is called a walking horse; but he had practically no mobility.

Although this condition was a severe blow he was still mentally alert and, with the hope that there would be some place for him in the labour market, he got in touch with the local National Employment Office. He had great difficulty in getting to the office and was so exhausted by the effort that it was decided to conduct future interviews in his home.

Thorough assessment of his qualifications revealed that he had excellent typing and clerical experience, which were not marred by his handicap. However, it was decided that because of his lack of mobility employment for him in the open market in the area would be out of the question. Employment that would permit him to stay in his home was the only solution.

The next step was the task of contacting firms which might have work that could be done by Walter in his home. At first this attempt was not successful; but, during the course of the campaign, contact was made with an employer who was seeking an older worker who could operate a small branch for him in the Saint John area. This employer was given details of Walter's case

When the National Employment Service was established by the Unemployment Insurance Act of 1940, a Handicapped Section of the Special Placements Division was set up to provide special employment assistance to physically disabled workers. It was created for the express purpose of rehabilitating into employment those disabled persons capable of working but who, because of their physical, mental or emotional handicaps, might otherwise remain on the fringe of the employment market. The Section's special placement officers concentrate their efforts on, in the words of the manual of instructions, persons who, on account of injury or disease of a character which is likely to last more than six months, or on account of congenital conditions, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience and qualifications.

and arrangements were made for them to meet. The duties involved telephone answering and distributing stenographic typing and clerical duties to others, and supervising their work.

The employer was impressed with Walter's abilities but was not prepared to set up a fully equipped office; Walter could not. That put the onus back on the Special Placement Section of the employment office. The special placement officer contacted several community-minded organizations with the result that a druggist who is a member of the Canadian Paraplegic Association donated an office chair. The Canadian Red Cross came forward with a surplus desk. A local public stenographic service company offered free mimeographing or duplicating service for an indefinite period. The telephone company gave priority in having a private line installed at a time when phones were not readily available. The Saint John Lions Club donated a collapsible wheel chair.

As a result of these efforts and through the co-operation of these organizations Walter was in business. Now, after three years of paralysis and already past the age of 65, he has a fair weekly wage to supplement his railway pension.

The special placement section can look with pride to the rehabilitation of not only an older worker but a seriously handicapped person, who has taken his place in society as a useful and self-sufficient individual.

Civilian Rehabilitation

Problems of Handicapped Job Applicants

Special Placements Division of National Employment Service lists some of the problems related to handicapped job applicants. Ontario Workmen's Compensation Board expresses satisfaction with development of local rehabilitation centres

The Special Placements Division of the National Employment Service enumerated, in a report to the Montreal Council for the Guidance of the Handicapped, some of the problems related to handicapped job applicants as follows:

1. Lack of a completed elementary education.
2. Lack of work-training in the skilled trades.
3. The high percentage of applicants who might be classified as labourers because they have to be directed to some occupation other than their usual one.
4. Indifference of the applicants to work-consciousness which necessitates considerable counselling and guidance in more than one interview.
5. The lapse between the time when the applicant leaves an institution and the time when he is ready for placement. This is a very anxious period for the applicant and several counsellings are required to bridge the difficult period before the applicant is adapted to his new conditions.

* * *

Satisfaction with the opening of its Rehabilitation Centre at Downsview and with the development of other local rehabilitation centres has been expressed by the Ontario Workmen's Compensation Board. A recent report in the Board's news bulletin noted that major urban areas were developing their own centres and that general hospitals were expanding their physical medicine facilities.

It also said: "During the two years it took to construct Downsview, at least three other centres, in addition to those at Hamilton, Kingston and Windsor, were established by public agencies. New ones are still being planned. The obvious result of all this is that an increasing number of the more seriously injured workmen will be able to obtain treatment in their own localities. Downsview thus emerges as a centre specifically designed to accommodate the most seriously injured."

* * *

Around the Provinces

Allan Roehrer, Saskatchewan Provincial Co-ordinator of Rehabilitation, and his staff are now publishing a newsletter designed

to keep the province's rehabilitation workers better informed.

An article, "The Attitude of Employers towards Mental Illness," appeared in a recent issue of the *Canadian Personnel and Industrial Relations Journal*. Written by Doris C. Clark, Executive Director of the Institute of Physical Medicine and Rehabilitation of Hamilton, it dealt with a Toronto survey.

Dr. L. C. Bashow, formerly with the Workmen's Compensation Board, Downsview, has assumed his new post as Medical Director of the Forest Hill Rehabilitation Centre. He is also acting as Medical Advisor to the rehabilitation program of the Ontario Department of Health and Social Services.

Two physiotherapists and an occupational therapist have also been appointed to the Forest Hill Centre.

John Helliwell, 21-year-old Vancouver student who was stricken with polio during his first year at university, has become the 1959 Rhodes scholar for British Columbia.

Dr. Paul Emile Phoenix, psychiatrist on the University of Montreal's Faculty of Medicine, has joined the staff of the Rehabilitation Institute of Montreal.

To ascertain the number of disabled persons in the province, British Columbia's Health and Welfare Department has been requested by the Community Chest and Council of Greater Vancouver to start an adult registry of the civilian disabled. They pointed out that at present there is no guide to the number of disabled over 21 and suggested the registry could be similar to, or an extension of, the Handicapped Children's Registry, which lists approximately 11,000 children in the province.

A group of disabled persons is operating Telephone Answering Services in Port Arthur and Fort William, Ont.

* * *

The Third International Congress of the World Confederation for Physical Therapy will be held in Paris September 6 to 12. Information regarding the meeting may be obtained from Mrs. Curtis Millar, Executive Secretary, Canadian Physiotherapy Association, 8 Bedford Road, Toronto 5.

Vocational Training for Nursing Assistants

Experimental two-year course for training nursing assistants being conducted at London, Ont., with hope that it will induce some girls who otherwise might not do so to continue their education beyond the minimum school-leaving age

A new experiment in vocational training for girls as nursing assistants, conducted in London, Ont. since 1957, may make a substantial contribution to Canada's health and welfare personnel. It is hoped that the course will induce some girls who might not otherwise do so to continue their studies beyond the minimum school-leaving age and also attract girls who need to earn a living as soon as possible but who, often leaving school without special training, are able to take only the lowest paying and least satisfying jobs.

This two-year course for certified nursing assistants is being conducted jointly by the Ontario Departments of Education and Health in the H. B. Beal Technical and Commercial High School. Offered to students who are 16 years old and who have completed Grade X, the course is novel in that it is incorporated into the final two years of the regular vocational school courses. Classes in English, Social Studies, Science, Mathematics, Home Economics and Physical Education required in a vocational school for Grades XI and XII occupy half the students' time, the remainder being allotted to the theory and practice of nursing. A training allowance of \$10 a month throughout the course is given to the student provided her work is satisfactory.

The successful graduate will receive her Secondary School Graduation Diploma and a certificate as a Certified Nursing Assistant. Hospitals employ certified nursing assistants at a starting salary of from \$160 to \$170 a month. Graduates may find employment in private homes through professional nurses' registries and earn \$6 to \$8 for an eight-hour day. Graduation from the course will also meet the minimum admission requirements of approved schools of nursing.

The course was established and is supervised by a co-ordinating committee representing the government health and education departments, the nursing profession, and hospital authorities.

Academic subjects and nursing theory are taught at the school. Nursing experience is obtained in the London Victoria Hospital. The instructress in charge of the

training both in the school and the hospital is a registered nurse who took a summer course to qualify as a member of the school staff.

The clinical experience received by the girls is outlined in the first progress report on the course issued by the Beal School in June 1958. "From September until approximately April each student spent two half days per week on duty in the hospital. For eighteen weeks they were assigned to a surgical floor, giving complete care to less acutely ill surgical patients . . .

"During the six weeks on the obstetrical service the students cared for post-partum patients, giving complete care.

"During this time they visited and assisted at a Well Baby Clinic of the London Department of Health. They observed pre-natal classes in relaxation exercises and the demonstration baby bath given for the mothers in the Obstetrical Department leaving hospital. These were both conducted by the Victorian Order of Nurses.

"The last nine weeks of the semester the students have been assigned to two medical floors giving care to chronically ill and aged patients."

The report states that the head nurses of these three services have been satisfied with the progress made by the students in the practical part of the course. The teachers at Beal School also feel that the students have done well in their classes and that their academic standing compares favourably with that of students in other courses.

"It would seem that the course has progressed more smoothly than could have been anticipated, and the feeling is that the first year has been successful," the report concludes. During the year the principal of Beal School received enquiries about the course from other educational institutions all across Canada. It is hoped that this pilot project in the training of nurses' assistants will prove successful enough to warrant similar courses being incorporated into the curriculum of other vocational schools.

50 Years Ago This Month

Considerable railway construction work continued during winter of 1908-09, with "several thousand" men at work on transcontinental railway alone. Forecast made that the amount of work in progress during summer of 1909 would be largest ever

A considerable amount of railway construction work continued during the winter of 1908-09. The *LABOUR GAZETTE* reported that in January 1909 several thousand men were working along the line of the National Transcontinental Railway, the greatest activity being in New Brunswick and British Columbia. Rock cutting and bridge building were also going on in other parts, and large shipments of supplies were being sent forward in preparation for the full-scale resumption of work in the spring.

"It is expected that the amount of work in progress during the coming season will be larger than in any previous year," the *GAZETTE* said. "There are at present under contract over 4,000 miles of railway, and upwards of \$90,000,000 will be required to complete the undertakings now in hand."

At the end of 1908 the total mileage of all railway companies operating in Western Canada was estimated to be 10,757. Of this total the CPR had 6,160 miles, the Canadian Northern 3,119 miles, the Grand Trunk 854, and the Great Northern 624 miles. During the year the CPR had added 826 miles of track, the CNR 245, and the GTP 854 miles.

The CPR was planning to build 300 miles of branch lines in the Prairies in 1909, including a line north from Lethbridge, a branch from the Lacombe-Tuxford main line, a line west from Weyburn, and a branch from Saskatoon to Wetaskiwin. In Ontario a branch line was to be built from Coldwater to Peterborough.

"A number of bills were brought down during January in the Saskatchewan legislature to grant government assistance to railway development in that province," the *LABOUR GAZETTE* reported. "About 700 miles of branch lines of the Canadian Northern and the Grand Trunk Pacific will be assisted under a guarantee of bonds to the extent of \$13,000 per mile."

A delegation representing the executive committee of the Trades and Labour Congress of Canada in January 1909 presented a "memorial" to the Prime Minister, Sir Wilfrid Laurier.

In the memorial, the TLC requested "that assisted immigration and the granting of bonuses be strenuously opposed; that certain nationalities and classes of people

who, either by temperament, non-assimilative qualities, habits, customs, or want of any permanent good which their coming brings to us, are not a desirable acquisition to our citizenship, be excluded, including Chinamen, Hindus and all other Asiatic peoples."

The TLC also urged:

—Establishment of an old age pension fund.

—Enforcement of the 8-hour day on all government works.

Measures for strict enforcement of the fair wage schedule in government contracts.

—Appointment of a commission on technical education.

—An immediate increase in salary for letter-carriers.

—Abolition of the requirement that candidates in federal elections should deposit \$200.

—That General Federal Election Day be made a compulsory legal holiday.

The Congress expressed its appreciation of the good work done by the Department of Labour, and reiterated its request for the establishment of a separate portfolio of Labour.

In reply to the delegation it was stated that no Japanese or Hindu immigrants were then entering the country. The Hindu problem was, however, admitted to be "a difficult one". Regarding assisted immigration from Great Britain, the delegates were told that "only a proper class would be admitted in future". (Quotations in this paragraph are from the *GAZETTE* report, not from the Government's reply.)

Consideration was promised to the request on behalf of the letter-carriers. Technical education, the Prime Minister said, was regarded by the Dominion as being primarily within the jurisdiction of the province.

"A workingman's lodging house was opened by the Salvation Army in Montreal during January by the Honourable the Provincial Treasurer," the *LABOUR GAZETTE* said. "The institution will accommodate nearly 300 men; in addition meals will be supplied and work provided in so far as possible. The object sought is to help the needy. About \$25,000 was expended on equipment. The price charged for a bed or meal is 10 cents."

INTERNATIONAL LABOUR ORGANIZATION

140th Session of ILO Governing Body

Methods for associating North African countries more closely with the work of the International Labour Organization were considered by the ILO Governing Body at its 140th session, held in Geneva November 3 to 21. A report of the Committee on Freedom of Association was approved which dealt with proposals for improvement of the procedure for the preliminary examination of complaints regarding alleged infringement of freedom of association.

To supplement the recent African Labour Survey (L.G., Jan., p. 81) it was proposed to prepare a survey of labour problems in North Africa, which is to be completed late in 1959. Two further steps in preparation for an African regional conference were proposed by the Director-General, David A. Morse, in a report prepared at the request of the Governing Body.

One of these steps was the provision of further educational assistance, particularly in the shape of fellowships for study by management, labour and government representatives. The second was that a small meeting should be called early in 1960 which would be composed of experts with special knowledge of and responsibility for North African affairs, chosen by governments, employers and workers.

Three main recommendations contained in the report of the Committee on Freedom of Association concerned measures for ensuring the complete impartiality of the Committee in its work.

In order to hasten the work of the Committee it was agreed that urgent cases

should be distinguished from those less urgent and should be given priority.

The Governing Body worked on plans for the holding during 1959 of a technical meeting on the problems of improving productivity in certain countries. A list of participants was approved.

The agenda was approved for a technical meeting on labour-management relations inside undertakings. The 10-day meeting is to be held during the second half of 1959.

A program of meetings for 1959 was approved which included the following:

141st Session of the Governing Body, Geneva, February 23 to March 13.

Committee on Forced Labour, Geneva, March 16 to 25.

Coal Mines Committee (seventh session), Geneva, April 27 to May. 8.

142nd Session of the Governing Body, Geneva, May 25 to 30 (provisional).

43rd Session of the International Labour Conference, Geneva, June 3 to 25.

At the opening of the Governing Body's session it was announced that Rudolph Faupl, United States worker delegate to the International Labour Conference, had been elected as a worker representative on the Governing Body. Mr. Faupl succeeds George Philip Delaney, who resigned following his recent appointment as Director of Organization of the International Union of Operating Engineers. The new worker representative is International Representative of the International Association of Machinists.

Former Labour Minister among Recent ILO Appointments

Hon. Milton Fowler Gregg, former Minister of Labour, has been appointed consultant on the ILO's educational work, including plans for setting up in Geneva an international centre for higher education in social and labour problems, ILO Director-General David A. Morse announced last month.

Mr. Gregg was President of the University of New Brunswick and successively Minister of Fisheries, 1947-48, Minister of Veterans Affairs, 1948-50, and Minister of Labour, 1950-57. Recently he was Resident Representative of the United Nations Technical Assistance Board in Iraq. Mr. Gregg will be on a three-month assignment

beginning February 1. He will advise the Director-General on the establishment and functions of the proposed centre.

Other appointments recently announced by Mr. Morse include that of John Price, Chief of the Industrial Committee Division, to be chief of the Office's new division which will be responsible for work on the factual survey into conditions relating to freedom of association in member states of the ILO.

The new division has been designated as the Freedom of Association Survey Division. Mr. Price will have the rank of Special Assistant to the Director-General and will report directly to him.

In March the Governing Body of the ILO decided that the Director-General should undertake a continuing factual survey into conditions relating to freedom of association in all ILO member states. This survey was to include studies to be made on the spot in member countries at the

invitation of their governments. The first two country studies will be carried out, beginning this year, in the United States and the USSR.

Mr. Price, a Welshman, has been an official of the ILO since 1943, when he was seconded to the London Branch Office of the International Labour Office as Liaison Officer. In 1945 he was appointed Chief of the new Industrial Committees Division.

In November, Mr. Morse renewed the appointment of Deputy Director-General Jef Rens for a further five-year term. Mr. Rens' present term expires in November 1959. He joined the ILO in 1944 as Assistant Director-General and was appointed to his present post in 1951.

At the same time Mr. Morse announced the resignation effective December 1 of Dr. Luis Alvarado, Assistant Director-General since 1949. Dr. Alvarado is returning to the diplomatic service of Peru with the rank of Ambassador.

ILO Publishes Annual Statistical Year Book

The annual compendium of labour statistics giving world-wide information on labour and social conditions was issued last month by the International Labour Office.

The *Year Book of Labour Statistics 1958* presents, in its 627 pages, the data that are available from some 120 countries and territories on the total and economically active population, employment, unemployment, hours of work, wages and labour income, consumer price indexes and retail prices, family living studies, social security, industrial injuries, industrial disputes and migration.

For key series reflecting current trends, monthly data are shown up to June 1958 inclusive. In addition, an appendix presents, for the convenience of users, annual index numbers of industrial production and

wholesale prices, together with exchange rates for a large number of countries.

The compendium is available in three languages, English, French and Spanish, and is compiled from official statistics supplied to the International Labour Organization by member governments.

It is a reference source designed to fill the needs of administrators, employers and trade unions, as well as students of labour and social affairs. The *Year Book* has been found to be of value to the general public, and is regarded as a best-seller among ILO publications.

Among interesting facts revealed by the *Year Book* is that percentage-wise more men 65 years of age and over continue to go to work in the United States than in France, Germany, Italy and the United Kingdom.

Guinea Becomes 80th Member of ILO

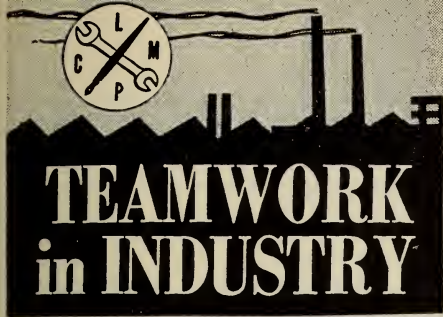
Guinea has become a member of the International Labour Organization.

The country has accepted the obligations in the Constitution of the ILO; such a declaration is the only formality which has to be complied with by member countries of the United Nations to become members

of the ILO. The Government of the Republic of Guinea stated that it will be bound by the ILO Conventions whose provisions have previously been declared by France as applicable to French Guinea.

Guinea's declaration means that there are now 80 member countries of the ILO.

Ratification by Israel during January of two ILO conventions brings to 1,871 the number now registered by the organization. The two conventions, Nos. 95 and 111, deal with protection of wages, and discrimination in employment and occupation, respectively.



Montreal's new Queen Elizabeth Hotel, owned by the Canadian National Railways and operated by Hilton of Canada Limited, has established a level of labour-management co-operation that is a credit to the hotel industry of Canada and an example to unions and management across the country of the achievements that are possible when joint consultation is used freely and intelligently.

The labour-management committee meets monthly, and its membership includes one shop steward from each of the hotel's 25 departments. Each steward is asked directly whether he has any personnel or operational problems within his department.

Heading the list of top management figures responsible for the enlightened policies guiding relations between the hotel and its employees is Donald M. Mumford, Vice-President of Hilton of Canada and General Manager of The Queen Elizabeth.

Three other key personalities directly concerned with the conduct and welfare of the 1,300-man staff, and the efficient operation of the hotel itself, are Reginald K. Groome, Director of Personnel; Gaston A. Ramat, international representative of the Hotel and Restaurant Employees and Bartenders International Union; and Armand Marion, President of Local 382 of the Union.

In the unanimous opinion of these four men, the initial success of the new hotel, and the great confidence they have in its future, are the product of the mutual goodwill and trust shared by labour and management.

* * *

To mark the first year of successful joint consultation through its labour-management committee, the Vancouver Iron and Engineering Works recently sponsored a "family night open house" for employees, their wives and families.

More than 600 guests arrived and were greeted at the plant's main gate by a welcoming committee. The ladies all received corsages, and the children a variety of surprises.

Main event on the evening's program was a tour of the plant conducted by company foremen, each of whom explained

the operations performed in his particular department. The presence of a skeleton night crew added the proper touch of realism.

At each stop the visitors showed a lively curiosity and kept their guides busy answering questions on boiler shops, penstocks, pressure vessels, turbines, power shovels and other assorted paraphernalia on the premises. Refreshments were served at the end of the tour.

Remarked labour-management committee co-chairman Gerry Kay, who is a machinist at the works: "The 'open house' left no doubt in our minds about the keen interest taken by our wives and children in their bread-winners' place in the company picture."

Bargaining agents for employees of the Vancouver Iron and Engineering Works are the International Association of Machinists and the United Steelworkers of America.

* * *

Success of the recent "open house" held at the plant of the Whyte Packing Company Limited in Stratford, Ont., was reflected in the mobility problem created by the 1,700 persons attending.

According to J. S. Whyte, General Manager, the attendance was three times as large as anticipated. Employees of the plant, members of the United Packing House Workers of America, total approximately 250. The remainder of the more than 1,400 visitors consisted of families and friends interested in seeing the company's operations.

Highlight of the event was a plant tour which started in the slaughter room and ended with a surprise party in the gaily-decorated shipping room, where the guests were treated to a buffet style meal of luncheon meats processed by the company.

Each employee of the plant received a printed invitation to the "open house"; every lady attending was presented with a corsage at the door; and prizes were awarded during the evening to the winners of a variety of events.

Dorothy Anderson and Cliff Scott, two union members of the "open house" party committee, reported that many of the employees helped to arrange displays and prepared the luncheon on their own time.

Establishment of Labour-Management Committees is encountered and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December, and issued five certificates designating bargaining agents, ordered three representation votes, and granted one request under Section 61 (2) of the Act for review of an earlier decision. During the month the Board received 14 applications for certification and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. The Brotherhood of Railroad Trainmen, on behalf of a unit of yardmasters employed by The New York Central Railroad Company, Northern District, on its Canada Southern Division. The Railroad Yardmasters of North America, Inc., intervened (L.G., Dec. 1958, p. 1398).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Husband Transport Limited, operating in and out of the city of Montreal (L.G., Dec. 1958, p. 1398).

3. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, Helpers, and warehousemen employed by The Adley Express Company, operating in and out of the city of Montreal (L.G., Nov. 1958, p. 1285).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of Film Editing Department employees of the Western Ontario Broadcasting Co. Ltd., employed at CKLW-TV, Windsor, Ont. (L.G., Dec. 1958, p. 1399).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics' helpers, and labourers employed by Cham-

pion Freight Lines, Limited, operating in and out of Leamington, Ont. (L.G., Jan., p. 49).

Representation Votes Ordered

1. International Union of Mine, Mill and Smelter Workers, applicant, Bicroft Uranium Mines Limited, Bancroft, Ont., respondent, and United Steelworkers of America, intervener (L.G., Dec. 1958, p. 1399). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield).

2. Longshoremen's Protective Union, applicant, The Newfoundland-Great Lakes Steamships Limited, Botwood, Nfld., respondent, and Transport and General Workers Union, Local 1050, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L.G., Dec. 1958, p. 1399). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: W. L. Taylor).

3. Syndicate of Employees of Nordair, applicant and intervener, International Association of Machinists, applicant and intervener, and Nordair Ltd., respondent (L.G., Dec. 1958, p. 1399 and Jan., p. 49). The Board directed that the names of both applicants be placed on the ballot (Returning Officer: C. E. Poirier).

Request Granted for Review under Sec. 61 (2)

Canadian Air Line Dispatchers Association, applicant, Pan American World Airways Inc., Gander, Nfld., respondent, and the Allied Aviation Service Company of Newfoundland, Limited, Gander, Nfld., respondent (L.G., Jan., p. 50). The Board

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

issued a new certificate certifying the applicant to be the bargaining agent for a unit of flight dispatchers and assistant flight dispatchers employed by the Allied Aviation Service Company of Newfoundland, Limited, at Gander, Nfld.

Applications for Certification Received

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of drivers employed by Vancouver-Alberta Freight Lines Limited, Vancouver (Investigating Officer: G. R. Currie).

2. United Packinghouse Workers of America, on behalf of a unit of employees of Robin Hood Flour Mills Limited, employed at its grain elevator and mill at Humberstone, Ont. (Investigating Officer: T. B. McRae).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of John Beardall, operating Radio Station CFCO, Chatham, Ont. (Investigating Officer: T. B. McRae).

4. Association of Aircraft, Electrical and Radio Technicians, on behalf of a unit of electrical mechanics and electronics technicians employed by Canadian Pacific Air Lines Limited, at Vancouver (Investigating Officer: D. S. Tysoe).

5. National Harbours Board Elevator Group, Prescott, Ont., Civil Service Association of Canada, on behalf of a unit of regular and casual prevailing rates employees of the National Harbours Board at its Prescott, Ont., elevator (Investigating Officer: G. A. Lane) (see applications withdrawn, below).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; 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; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. United Steelworkers of America, on behalf of a unit of employees of Canadian Arsenals Limited, employed at its Gun Ammunition Division, Lindsay, Ont. (Investigating Officer: F. J. Ainsborough).

7. Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, warehousemen and helpers employed by the Montreal Ottawa Express Limited, Montreal (Investigating Officer: Remi Duquette).

8. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees of the Saskatchewan Wheat Pool, employed in its Terminal Elevator Division at Fort William and Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

9. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees at the Port Arthur, Ont., grain elevator of Eastern Terminal Elevator Company Limited (Investigating Officer: J. S. Gunn).

10. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees at the Port Arthur, Ont., grain elevators of the Manitoba Pool Elevators (Investigating Officer: J. S. Gunn).

11. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit

of electrical department employees at the Port Arthur, Ont., grain elevator of the McCabe Grain Company Limited (Investigating Officer: J. S. Gunn).

12. Lakehead Grain Elevator Electrical Workers (independent) on behalf of a unit of electrical department employees at the Port Arthur, Ont., grain elevator of the United Grain Growers Limited (Investigating Officer: J. S. Gunn).

13. Quebec Express, Luggage, Baggage Checkers' and Receiving Clerks' Association, on behalf of a unit of employees of Albert G. Baker, Ltd., Quebec (Investigating Officer: C. E. Poirier).

14. Quebec Express, Luggage, Baggage Checkers' and Receiving Clerks' Association, on behalf of a unit of employees of Quebec Terminals Limited, Quebec (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

1. National Harbours Board Elevator Group, Civil Service Association of Canada, applicant, and National Harbours Board, respondent (Prescott Elevator) (L.G., Jan., p. 49). The application was later resubmitted (see applications received, above).

2. Syndicate of Employees of Station CHRS, applicant, and Radio-Iberville Limitée, St. Jean, Que., respondent (L.G., Jan., p. 49).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Trans-Canada Air Lines and Canadian Air Line Despatchers' Association (Conciliation Officer: R. Trépanier).

2. Hill the Mover (Canada) Limited, Victoria, and General Teamsters' Union, Local 885 (Conciliation Officer: G. R. Currie).

3. East-West Transport Limited (Burnaby B.C. terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Vancouver Barge Transportation Limited and National Association of Marine

Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 53).

2. Eastern Canadian Greyhound Lines Limited, Windsor, and Division 1415, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 54).

3. British Columbia Towboat Owners' Association and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Dec. 1958, p. 1399).

4. Hill the Mover (Canada) Limited, Winnipeg terminal, and Local 979, General Drivers, Warehousemen and Helpers, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., Dec. 1958, p. 1399).

(Continued on page 177)

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Courts of three provinces deal with questions concerning obligation of municipality to bargain collectively with its employees, claims of an expelled union member, and right of trade union to institute prosecution in its own name

In Prince Edward Island the Supreme Court (in appeal) held, in a case involving the Town of Summerside and its employees, that the special Act of incorporation and by-laws under it gave the Town exclusive unilateral power to deal with wages, hirings and dismissals, and in these respects it was not obliged to bargain collectively with its employees, but that the Trade Union Act obliges it to bargain on other matters.

The Supreme Court of British Columbia dismissed the action of a former union manager who claimed that he had been wrongfully expelled from the International Brotherhood of Electrical Workers.

In New Brunswick, the Supreme Court in *certiorari* proceedings held that the Labour Relations Act does not confer on a trade union the right to prosecute and quashed the consent to prosecute granted to the union by the Labour Relations Board.

Supreme Court of Prince Edward Island. . .

. . . rules municipality can be required to bargain with respect to conditions of work but not wages

On July 25, 1958, the Supreme Court of Prince Edward Island (in appeal) modified the judgment of Mr. Justice Tweedy of the Supreme Court, who dismissed an action for *mandamus* to compel the Town of Summerside to engage in collective bargaining (L.G. 1956, p. 296). The Court ruled that although under the special Act of incorporation of the Town of Summerside the town council had exclusive unilateral power to deal with wages, salaries, appointments or hirings and dismissals of its employees, and in these respects it was not obliged to bargain collectively, the collective bargaining provisions of the P.E.I. Trade Union Act would apply to other relevant matters, such as hours of work, holidays, safety precautions, conditions of work and marginal benefits.

Also the Court ruled that the P.E.I. Trade Union Act must be construed as having removed any taint of civil disability or illegality from trade unions under the common law doctrine of restraint of trade.

Briefly, the circumstances of the dispute were as follows. Local 1432 of the International Brotherhood of Electrical Workers was certified bargaining agent of the employees of the electric light and power department of the Town of Summerside. When the union requested the town to bargain collectively, it refused to do so. In January 1955, the union applied to the Supreme Court of Prince Edward Island for an order compelling the Town of Summerside to comply with the provisions of Section 3 of the Trade Union Act, and to bargain collectively. In November 1955, Mr. Mr. Justice Tweedy ruled that because of its special Act of incorporation, the Town of Summerside and its employees are not subject to the Trade Union Act. However, he did not accept as valid a contention that trade unions are illegal in Prince Edward Island. This judgment was appealed by the union.

The judgment of the appeal court was rendered by Chief Justice Campbell. He summarised the objections in point of law which occupied the attention of both Courts as, first, that the Trade Union Act of Prince Edward Island is ineffective to legalize trade union activities in the province; and second, even if the Trade Union Act has made trade unions lawful, its provisions, being general, cannot be construed to repeal or derogate from the more special provisions of the Town of Summerside Act, and by-laws respecting the terms of employment of its officers and employers.

Dealing with the second objection first, Chief Justice Campbell noted that the provisions of the Act of incorporation and of the by-laws respecting terms of employment of persons employed by the town

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

council are more special and particular than the provisions of the Trade Union Act respecting collective bargaining.

The union did not dispute the maxim that a general Act could not, by mere implication, repeal or derogate from a more special enactment in application to particular cases. However, the union presented several arguments to show that the dispute might be resolved in favour of the union without doing violence to the maxim.

In the first place, the union argued that the town's electric light and power employees are not officers of the town, but contractual employees. The Court thought that so far as the incorporation Act and by-laws are concerned, the persons involved are somewhere between those technically known as officers and those who may be regarded as employed by contract. They might aptly be termed "appointees". The Court agreed with the trial judge that the town's special powers with respect to hiring and dismissing its appointees, and to determining their remuneration, must prevail over the more general provisions of the Trade Union Act respecting collective bargaining.

Further, the union argued that the provisions of the Trade Union Act do not repeal or derogate from the provisions of the respondent town's incorporation and by-laws, but rather supplement them and provide a formula whereby their object and purpose may be more effectively and surely attained. The Court agreed that with the exception of the specific powers conferred on the town council by the incorporation Act to appoint, dismiss and fix the remuneration of its appointees, the principles of collective bargaining are not repugnant or antagonistic to the provisions of the town's Act and by-laws; therefore, the two may co-exist and supplement each other. Notwithstanding the town's special powers, there may still remain a broad field for collective bargaining on such topics as hours of labour, holidays, safety precautions, conditions of work and marginal benefits. Then Chief Justice Campbell added:

There is, in my opinion, no incongruity in the town's possessing absolute discretion in the hiring, remuneration and dismissal of its appointees, and yet being subject to the collective bargaining provisions of the Trade Union Act on other topics. I would accordingly modify the opinion and decision of the learned Judge below to that extent.

After having decided one aspect of the dispute, the Court dealt with the other objection, namely, that the Trade Union Act of Prince Edward Island is ineffective to legalize trade union activities in the province.

The union, and the Attorney-General of the province, who was allowed to intervene in this part of the dispute, contended that the Trade Union Act is effective to legalize trade unions and collective bargaining in the province.

Counsel for the town of Summerside, opposing this contention, submitted the following arguments.

Prince Edward Island, as an English colony, was granted a separate Legislature in 1769. The Island implicitly adopted the common law and applicable portions of the body of statute law of England as they then stood. Among the basic laws so adopted was the principle that covenants and agreements in restraint of trade are illegal. Trade unions were, at that time, illegal in England, as being in restraint of trade and against public policy. Similarly, they became illegal in Prince Edward Island, and remained so unless and until the taint of illegality was removed by effective legislation.

Counsel further argued that as the English legislation of the 19th century was not applicable in Prince Edward Island, therefore only provincial trade union enactments could legalize trade unions and their activities within the province. But the Prince Edward Island Trade Union Act (as those of Nova Scotia, New Brunswick and Manitoba) does not declare that the purposes of a trade union are not unlawful by reason only that they are in restraint of trade, and does not specifically provide for the lawful operation of trade unions or collective bargaining. Consequently, trade union activities in Prince Edward Island are illegal.

The Court did not accept this submission. It is perhaps unfortunate, Chief Justice Campbell said, that the Legislature of Prince Edward Island did not clarify the situation by enacting the carefully considered and widely accepted formula for the legalization of labour union activities; yet, in his opinion, the Trade Union Act must be construed to have intended the removal of the restraint of civil illegality which affected unions' activities prior to the enactment of provincial legislation.

Sections 2 and 3 (1) of the Act provide:

2. Employees may form themselves into a trade union and join the same when formed.

3. (1) Employees may bargain collectively with their employer or employers and members of a trade union may conduct such bargaining through the trade union and through the duly chosen officers of such trade union.

These provisions would be inconsistent with an intention that trade unions and their activities should continue to be unlawful. Consequently, the Court held that the

Trade Union Act of Prince Edward Island legalized trade union activities in the province.

The Court modified Mr. Justice Tweedy's decision to the extent that the town's objections do not preclude the union from obtaining, in proper circumstances, an order of *mandamus* requiring the town to recognize and bargain collectively with the union with respect to the terms and conditions of employment of the electric light and power employees who are the members of the union or with respect to other relevant matters, excepting appointments or hirings, remunerations, and dismissals, which are reserved to the town council of Summerside by virtue of its Act of incorporation and by-laws passed thereunder. *International Brotherhood of Electrical Workers, Local Union No. 1432 v. Town of Summerside and Attorney-General of Prince Edward Island* (1958) 15 DLR (2d) Part 1, p. 26.

Supreme Court of British Columbia . . .

. . . rules that official was legally expelled by his union for working in interest of communism

On April 14, 1958, Mr. Justice Wilson of the British Columbia Supreme Court dismissed an action brought by an expelled union manager against certain members of the union. The Court held that the union manager, charged with fostering communist interests in his union's work, was legally expelled. Also the Court held that Section 3 of the B.C. Labour Relations Act asserts, as against his employer, an employee's right to belong to a union but it does not impose on unions the duty of accepting qualified workmen as members.

Mr. Justice Wilson in his reasons for judgment related the following circumstances of the dispute.

Gee, the plaintiff, has been for some 30 years an electrician, and for over 20 of those years a member of the International Brotherhood of Electrical Workers. From April 1947 until January 14, 1955, he was business manager of Local 213, a Vancouver branch of that union.

On January 14, 1955, he was suspended from his position as business manager of Local 213 by Alfred Terry, a representative of the international president of the union, which has its headquarters in Washington, and on April 7, 1955, he was expelled from membership in the union.

Before becoming business manager of the union, Gee had worked for the B.C. Electric Railway Company as a lineman. After his expulsion from the union he was not able to resume his former employment because the Company had a contract with

Local 213 forbidding the employment of linemen who were not members of the local.

Gee brought an action against certain members of the union claiming that he was wrongfully and illegally expelled and asking for damages; also he asked for declaration that he was a union member in good standing and for an injunction restraining the defendant members of the union from interfering with his rights as a member of the union.

Gee was a communist, a member of the Labor-Progressive party. When in 1947 he became business agent of Local 213 he agreed to abjure membership in that party. Apparently he maintained his loyalty to communism and his supposed communist sympathies remained a matter of comment and criticism.

In November 1954, Raymond, the international vice-president of the union for Canada, in the ordinary course of his duties, visited Vancouver. In a private interview with Gee he told Gee that he thought he should discharge one Wilson, an assistant business manager under Gee and a communist; but Gee refused to do so. Previously, the situation of Local 213 and the position of Gee were discussed at the union's convention held at Chicago in 1954. After his return from the convention, Waplington, President of Local 213 commenced to draw a set of charges against Gee.

Before these charges were preferred, Alfred Terry arrived in Vancouver armed with powers given by the international president of the union to investigate the affairs of Local 213. In January 1955, Terry conducted his investigation and asked Gee to discharge Wilson, and Gee refused. He further asked Gee for some information as to former affiliation of members of Local 213, apparently with a view to discovering whether or not they were communists. Gee said that he could not furnish the information and that he would not if he could; that it was none of his business.

On January 14, 1955, the executive board of Local 213 met in Gee's office. Terry repeated his requests that Gee discharge Wilson and furnish him with the information as to members of the local. Gee refused both requests. He was asked to leave the room.

While Gee was out of the room, Waplington produced his set of charges against Gee, which all members of the executive (with one abstention) signed. Gee was given a copy of the charges; then Terry called Milne, the international president, on the telephone, and was authorized to suspend

Gee from his employment as business agent. The meeting made Waplington business manager. The charges were sent to Raymond, the Canadian Vice-President in Toronto.

When the charges reached Raymond, he, pursuant to the union's constitution, appointed Mr. Naughton as his referee "to take testimony and report to him".

Mr. Naughton came to Vancouver and proceeded to "take testimony". At the conclusion of the hearings, Naughton reported to Raymond, sending him a transcript of evidence, and Raymond, on April 7, 1955, pursuant to the union's constitution, expelled Gee from the union for life.

The union's constitution provides for three successive appeals from a decision by an international vice-president, such as Raymond: first, to the international president; second, to the international executive committee; and third, to the next international convention.

Gee appealed unsuccessfully to the international president and to the international executive committee. He has not pursued an appeal to the international convention.

The international convention is supposed to be held each four years; the next was supposed to be held three and one-half years after Gee was expelled. However, at one stage of the union's history no convention was held for eleven years.

Mr. Justice Wilson adopted in this respect the ruling of Chief Justice Adamson, in *Tunney v. Orchard*, (1955) 15 WWR 49, at p. 59, which was not challenged in the Supreme Court of Canada, that where the provisions for final appeal are unreasonable, impracticable and ineffective, failure to take the final appeal provided for by a union's constitution is not a bar to court action. He therefore held that Gee's failure to appeal to the international convention was not a bar to his action.

Unable to secure employment by reason of closed-shop agreements, Gee sued the union and certain members thereof for wrongful expulsion, alleging, *inter alia*, conspiracy and an improper hearing of the charges against him.

Dismissing the claim of conspiracy, Mr. Justice Wilson noted that the plaintiff alleged that the charges against him were laid as the result of a conspiracy, but not that the expulsion was the result of a conspiracy. Further, the sequence of events relied on by the plaintiff to establish conspiracy could also be open to the interpretation that each of the union officials charged with conspiracy was concerned about the situation in Local 213 and pur-

sued his constitutional function without prior consultation with the other. Finally, even if he were convinced that the persons named acted in concert pursuant to a plan, he would still say that actionable conspiracy was not established "because the object of the plan, if there was one, was not primarily to injure Gee, but to further the legitimate interests of the union by the doing of a lawful act, the laying of charges against the plaintiff." He further emphasized that no damage had been proved to have resulted from the conspiracy, if there was one, to lay charges.

Afterwards the Court dealt with the claim that the expulsion proceedings were conducted in a manner contrary to the rules of natural justice, and in particular, *inter alia*, that the plaintiff was denied legal counsel and that none of the evidence given at the hearing was given under oath. These charges related to the hearing before Naughton, the referee.

In dismissing these charges, Mr. Justice Wilson noted that Naughton, although he conducted a hearing and made a recommendation, did not make the decision to expel Gee; that was done according to the union's constitution by Raymond, the international vice-president for Canada.

With regard to the conduct of the hearing, the Court held that it was clear from such cases as *Board of Education v. Rice* (1911) and *Local Government Board v. Arlidge* (1915) that even a statutory tribunal is not required to proceed according to the rules as to procedure and evidence as applied in a court of justice. The tribunal in the case at bar was a domestic tribunal and, in Mr. Justice Wilson's opinion, no higher requirement should be made for the proceedings before a domestic tribunal than before a statutory one. What was required was a fair hearing where the plaintiff might hear and cross-examine the witnesses and meet the charges by evidence and by argument. This the plaintiff had.

Also the Court held that it is not a defect in a domestic tribunal that the accused is not permitted counsel. As to the charge that none of the evidence given at the hearing was given under oath, Mr. Justice Wilson noted that the person who conducted the hearing had no power to administer an oath.

Further he expressed the opinion that it was not necessary that every member of the executive who signed the charges against the plaintiff should have personal knowledge of all the charges or should be convinced in advance of the plaintiff's guilt.

It was the expulsion and not the laying of charges which caused the plaintiff injury; even if charges were laid *mala fide* so long as the ensuing hearing was fair and the decision untouched by corruption or bias the origin of the charges would be irrelevant.

As to the claim that Raymond . . . the "judge" . . . was biased against the plaintiff, the Court did not entertain this charge. On the contrary, Mr. Justice Wilson was of the opinion that Raymond in his previous dealings with the plaintiff was only trying to give Gee a chance to redeem himself, to demonstrate that he was not bound by his communist past, and to escape the possibility of charges being laid against him. Consequently Raymond was not disqualified by bias and he did not act maliciously.

The charges against Gee were stated with particularity. In each case it was alleged that a specific clause of the constitution was violated and there then followed a statement of the acts alleged to have created the violation. The tribunal found that the violations were proved. It has not been shown that the proceedings were conducted in an unlawful manner, having in mind the law which applies to such proceedings. There was evidence to prove the acts on which the charges were based; therefore, Mr. Justice Wilson held that the Court must accept the tribunal's findings that the charges were proved.

The most substantial charge against Gee was that he had, in contravention of Sec. 8 of Art. 27 of the union's constitution, worked in the interest of an organization or cause which is detrimental to, or opposed the IBEW. To support this charge, specific incidents were related. Many of these incidents were not by themselves of a consequential nature; but added together, when proved, they would create a pattern from which a tribunal might reasonably conclude that Gee had, within the union, been working for the organization or cause of communism. The president of Local 213 said that the union did not assume to punish a man for his political opinions so long as he "left them at the union door". What it did object to was a member working within the union for an organization or cause detrimental or opposed to the union. In the opinion of the Court, the tribunal could, the specific charges being proved, reasonably conclude that Gee had been, within the union, working for the cause and organization of communism.

The next question raised by Mr. Justice Wilson was: Is communism a cause "detrimental to or opposed to the union?" The union has said that it is. The 1954 convention held in Chicago adopted a declaration

expressing the union's opposition to dictatorship of any kind; it emphasized that the union cause is the cause of human justice, human rights and human security; further the declaration stated: "We will find and expel from our midst any who might attempt to destroy, by subversion, all that we stand for. This Brotherhood will continue to oppose communism, nazism, or any other subversive 'ism'. We will support our God, our Nation, our Union."

Although this declaration is not a part of the constitution, as a declaration of the wishes and opinions of the union members it should be given some weight, and in Mr. Justice Wilson's opinion a union tribunal could not disregard it in interpreting Art. 27, Sec. 9 of the union's constitution.

Since communism is inimical to free trade unions, the union tribunal might fairly find that when Gee worked, within his union, in the interests of communism, he was working in the interest of an organization or cause detrimental to the union.

Finally, the Court dealt with the significance of Section 3 of the B.C. Labour Relations Act regarding the right of an employee to belong to a union.

Section 3 reads as follows:

3. (1) Every employee has the right to be a member of a trade union and to participate in its lawful activities.

(2) Every employer has the right to be a member of an employers' organization and to participate in its lawful activities.

In Mr. Justice Wilson's opinion Section 3 has only the effect of asserting, as against his employer, an employee's right to belong to a union; it cannot be read as imposing on unions the duty of accepting qualified workmen as members of the union.

The Court ruled that the plaintiff, Gee, was legally expelled from his union and dismissed the action with costs. *Gee v. Freeman et al.*, 26 WWR, Part 12, p. 546.

Supreme Court of New Brunswick . . .

. . . rules that trade union has no legal entity to prosecute under province's Labour Relations Act

On February 11, 1958, the Supreme Court of New Brunswick, in *certiorari* proceedings, quashed the consent granted by the Labour Relations Board to a union to prosecute an employer in the union's name for offences committed under the New Brunswick Labour Relations Act.

The Court held that while Section 43 (1) of the New Brunswick Labour Relations Act rendered both trade unions and employers' organizations liable to prosecution in their respective names, it did not confer on them legal personality to prosecute for offences committed under the Act.

The judgment of the Court was rendered by Mr. Justice Ritchie, who also related the circumstances of the dispute.

In July 1957 the International Association of Machinists, Moncton Automotive Lodge No. 2162, applied to the Labour Relations Board for consent to prosecute Steeves Motors Limited of Moncton for alleged infractions of the Labour Relations Act.

The application to the Board was signed on behalf of the union by A. F. Doucet, a special representative of the union who was authorized to sign by a resolution passed at the meeting of Local 2162 held in June 1957. The application described the alleged offences committed by the company, namely, the refusal to continue to employ certain employees because they were members of a trade union and interference with the right of employees to union membership contrary to the provisions of the Labour Relations Act.

The application was heard by the Board on August 30, 1957, and the Board granted to the union a consent to institute prosecutions against the company for the alleged offences.

The Company challenged the Board's decision and in *certiorari* proceedings applied to the Court to have the consent to prosecute quashed on the ground that the Board erred, *inter alia*, "in receiving an application and granting consent to prosecute to the International Association of Machinists, Moncton Automotive Lodge, No. 2162, a body which is not a legal entity for such purpose".

The Attorney General of New Brunswick intervened on the side of the Board and the union.

The Board and the union contended that:

(a) because section 45, which provides for the manner in which applications to the Board by certain applicants may be signed, makes no provision for an individual employee signing an application, it must be assumed an aggrieved employee has no status to apply for permission to prosecute and that the legislature intended applications in such cases would be made by a union;

(b) the Labour Relations Act should be construed liberally, and, on a liberal interpretation, a prosecution in the name of a union is permitted by section 43 (1); and

(c) the question of the legal entity of the union or its status to prosecute cannot arise until a prosecution has been commenced and should then be tested by way of prohibition.

Section 45 of the N.B. Labour Relations Act reads:

For the purposes of this Act, an application to the Board, or any notice or any collective agreement may be signed, if it is made, given or entered into

(a) by an employer who is an individual, by the employer himself;

(b) by several individuals, who are jointly employers, by a majority of the said individuals;

(c) by a corporation, by one of its authorized managers or by one or more of the principal executive officers;

(d) by a trade union or employers' organization, by the president and secretary or by any two officers thereof or by any person authorized for such purpose by resolution duly passed at a meeting thereof.

In the opinion of the Court, Section 45 is a procedural section. The absence of any reference to an individual employee should not be construed to prevent an aggrieved employee from applying to, and obtaining from, the Board permission to prosecute his employer for an infraction of the Act.

The Court assumed that Lodge No. 2162 was a voluntary association, an unincorporated group of persons constituting what is known as a trade union which has an affiliation of some sort with the International Association of Machinists. In the absence of express statutory enactment such an association or group is not a legal entity.

However, the Board and the union relied on Section 43 (1) as giving to the union status to prosecute in its own name for offences under the Act. Section 43 (1) reads:

A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union and for the purpose of such a prosecution an employers' organization or a trade union shall be deemed to be a person, and any act or thing done or omitted by an officer or agent of an employers' organization or trade union within the scope of his authority to act on behalf of the organization or union shall be deemed to be an act or thing done or omitted by the employers' organization or trade union.

Omitting non-applicable words, the relevant provisions of Section 43 (1) are:

A prosecution may be brought against... a trade union and in the name of the... union and for the purpose of such a prosecution... a trade union shall be deemed to be a person.

Counsel for the Board argued that the words "in the name of the... union" were intended to apply so as to give a union the right to prosecute in its own name, in effect suggesting the section should be read as though the words "by or" were inserted between the words "brought" and "against".

The Court rejected such an interpretation of Section 43 (1). Mr. Justice Ritchie stressed that the cardinal rule for the interpretation of statutes is that they should be construed according to the intention of the legislature that passed them as expressed by the words used. If the words of the statute are themselves precise and unambiguous, then no more is necessary than to

expound those words in their ordinary and natural sense. In such a case, he said, the words themselves alone best declare the intention of the law-giver. In his opinion it is not necessary, in order to give the language of Section 43 (1) sense and meaning, in the context, to add any words by implication.

Then Mr. Justice Ritchie referred to *Walterson v. Laundry & Dry Cleaning Workers Union and New Method Launderers Limited* (L.G. 1955, p. 565), a case which arose when the Manitoba Labour Relations Board gave consent to a union to prosecute a company for certain offences and the Court of Queen's Bench granted the company an order prohibiting the police magistrate from proceeding with the hearing of the prosecutions. The decision was upheld in the Manitoba Court of Appeals. In that case Section 46 (1) of the Manitoba Labour Relations Act (which follows almost precisely the wording of Section 43 (1) of the New Brunswick Act) was tested. In delivering the judgment of the Manitoba Court of Appeal, Chief Justice Adamson had said:

The first and chief submission of the respondent is that the Board had no power or jurisdiction to make the order. This objection is well founded. The appellant union is not a legal entity and, as such, may not sue or be sued in civil proceedings and may not prosecute or be prosecuted in criminal proceedings. It has long been established that a number of unincorporated individuals cannot be a party to judicial proceedings in their club, union or association name. The appellants, however, submit that the Manitoba Labour Relations Act recognizes and gives trade unions power and legal status to do anything under the Act that may be done by an individual. The only provision in that Act giving a trade union status in the Courts is S. 46, which is in part as follows:

"46 (1) A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union, and for the

purpose of such a prosecution a trade union or an employers' organization shall be deemed to be a person."

This specific provision as to when a trade union may be a party in legal proceedings negates the submission that the intention of the Act was to make trade unions legal entities for all purposes within the purview of the Act.

It seems to me that to hold by implication that the Act gives trade unions the legal status to carry on prosecutions would be directly contrary to the basic purpose of the Act. The fact that special consent to prosecute under the Act is required indicates that the purpose and intention of the Act is not to promote litigation but to encourage conciliation and settlement of labour disputes. Based on considerations of public policy, and on the purpose of the Act, third parties who have no direct interest in the subject-matter of the litigation should not be permitted to promote litigation. It follows that the consent required by Section 47 (1) of the Act should be to the aggrieved person and not to some third person.

I therefore hold that the consent to prosecute which the Board may give under Section 47 (1) must be a consent to a legal entity, that is, an individual or individuals in their own names or an incorporated body. The only exceptions to that is as provided in Section 46 (1).

Mr. Justice Ritchie, agreeing with the views expressed by Chief Justice Adamson in the *Walterson* case, was of the opinion that the meaning of Section 43 (1) of the New Brunswick Labour Relations Act was plain. From it one can only assume, he said, that while the legislature intended to render both trade unions and employers' organizations liable to prosecution, it did not intend to confer on them a right to prosecute for offences under the Act.

The ruling of the Court was that the consent to prosecute granted to the union by the Labour Relations Board on August 30, 1957 should be quashed. *Regina v. New Brunswick Labour Relations Board ex parte Steeves Motors Ltd. and A.-G. for New Brunswick*, CCH Canadian Labour Law Reports, Para. 15,201.

Recent Regulations, Federal and Provincial

Unemployment insurance regulations for fishermen amended. Ontario adopts CSA Code for gas-burning appliances and equipment, and lays down safety requirements for gas service lines. New Brunswick amends scope of Workmen's Compensation Act

Amendments to the special insurance regulations for fishermen simplified the procedure for determining and allocating the net earnings of self-employed fishermen for contribution purposes and set out a method of determining which fishermen are engaged in a labour dispute.

Recent regulations of the Ontario Fuel Board adopted the CSA installation code for gas-burning appliances and equipment,

and the standards adopted by the Canadian Gas Association for gas transmission and piping systems, and laid down safety requirements for gas service lines.

In Nova Scotia, plumbing and steam-fitting were declared apprenticeable trades in Halifax County.

The scope of the collective liability section of the New Brunswick Workmen's

Compensation Act was amended, with extension of coverage in some cases.

Other regulations deal with overtime and vacation credits of federal prevailing rate employees and licensing of driver training schools in Alberta.

FEDERAL

Financial Administration Act

Amendments to the prevailing rate employees general regulations (L.G., Feb. 1958, p. 187) respecting overtime and vacation credits went into force January 1.

One amendment (T.B. 530302 and T.B. 539870 gazetted December 10) changed the definition of overtime, with the result that an employee who has only one day of rest in his work week must now be paid double time, instead of time and one-half, if he works on that day.

As before, time and one-half is again payable for time worked in excess of the regular hours and for time worked on a first day of rest if the employee is on a five-day week. An employee who works on a second day of rest is entitled to double time as previously.

A second amendment (T.B. 541265 gazetted December 24) was designed to bring the provisions respecting vacation credits into conformity with those of the Annual Vacations Act, which provides for one week's vacation after a year's service and two weeks after the second year for employees in industries under federal labour jurisdiction (L.G., Oct. 1958, p. 1159).

During the first 12 months of service, vacation credits will continue to accrue at the same rate as before, one-twelfth the number of hours in the standard work week, which gives a prevailing rate employee a week's vacation after a year's continuous service.

The new regulations provide that, after the first year, the rate of accrual will be one-sixth the number of hours in the standard work week until the completion of 15 years' service, provided the employee has completed two years of continuous employment. This means that an employee will be entitled to a two-week vacation after two years' service. However, if an employee fails to complete two years' employment, vacation credits will be calculated on the basis of one-twelfth the number of hours in his regular work week.

Previously, the rate of accrual was one-eighth after the first 12 months and one-sixth after the second 12-month period.

Unemployment Insurance Act

Amendments to the Unemployment Insurance Regulations simplifying the special rules for commercial fishermen, effective from November 30, were approved by P.C. 1958-1595 and gazetted on December 10.

Excluded from the original statute, commercial fishermen were brought under the Act by a 1956 amendment which authorized the Unemployment Insurance Commission to make regulations setting up a special unemployment insurance scheme for fishermen, including sharesmen and the self-employed, (L.G., 1956, pp. 1120, 1568).

The first special regulations for fishermen went into force on April 1, 1957, initiating a contribution plan under which the buyer of the catch, or, if he is too far distant or out of the country, the skipper or head fisherman, is deemed to be the employer in cases where there is no contract of service. Specially marked "fishing stamps" were provided for, the regulations also prescribing the method of determining and allocating a fisherman's net earnings for contribution purposes, including a "table of divisors" to determine the net earnings from deliveries of cured fish in cases where time records were not kept. (L.G. 1957, p. 608).

A later amendment, which took effect December 1, 1957, enabled fishermen to qualify for seasonal benefit on the same terms as other insured persons (L.G., Feb. 1958, p. 188).

As previously indicated, these regulations have now been simplified, the main amendments being (1) a change in the rule for determining the net earnings of self-employed fishermen; (2) some adjustments in the divisors applicable to sales of cured fish; (3) a new method of allocating earnings of a self-employed fisherman while he is on claim for benefit; (4) a special rule for determining which fishermen are participating in a labour dispute; (5) elimination of the special rule regarding the actual employer in the Great Lakes area.

Net Earnings of Self-Employed Fishermen

Under the new rule for determining the net earnings of a self-employed fisherman—the basis for setting benefit rates—a declaration as to expenses and share arrangement is no longer required. After making the usual allowance for any portion of the catch not caught by the crew, the buyer will now make a flat deduction of 25 per cent for expenses and divide the remainder equally among the members of the crew, regardless of their share arrangement.

Previously, the buyer would deduct the actual expenses incurred and the share for the boat and would then divide the returns according to the share arrangement. If there was no declaration, a 30-per-cent deduction was made in lieu of expenses and the returns were divided equally among the crew members, except that the skipper received two shares.

Cured Fish

In the case of cured fish, net earnings are determined and allocated among the crew in the same manner as proceeds from a fresh catch. The method of calculating the number of contribution weeks continues to be somewhat more complicated, however, one further step again being required.

When determining the number of contributions to be credited, the catch actually caught by the crew is first divided equally among the crew members and the quantity assigned as each fisherman's share is then divided by the appropriate quantity divisor shown in the Table of Divisors. This table has now been amended, the main change being that cod oil and cod livers are now subject to divisors in the same way as cured fish.

Allocating Earnings While on Claim

Where a claimant is self-employed and the catch is fresh, his earnings (his share of the gross returns of a catch minus 25 per cent of the gross returns) will now be allocated equally to the calendar weeks in which he worked to obtain the earnings, instead of being limited to the week in which the catch was delivered. Earnings from a cured catch will continue to be allocated to the week in which the catch is delivered, however.

Labour Disputes

Another amendment has the effect of putting fishermen on the same basis as other workmen in the event of a labour dispute that takes the form of a price dispute.

The new regulations specify that a labour dispute includes, in relation to fishermen, a price dispute. Under the Act, a claimant is not eligible for benefit during a strike or lock-out unless he proves that he is not participating in, financing, or directly interested in the labour dispute. Before the new regulations went into force there was no specific rule for determining which fishermen were participating in a labour dispute. The majority of fishermen are self-employed, and those who are not, especially the West Coast fishermen, are usually hired through the union. The situation was further complicated by the fact that price

disputes usually occur before the seasons open and fishermen are not usually assigned in advance, making it impossible to ascertain which fishermen did not report for work.

Under the new regulations, a fisherman will not be eligible for benefit when he becomes unemployed through a labour dispute that takes the form of a price dispute if he has a current fishing licence, or one for the previous season, for the type of fish about which the dispute occurred. However, if he proves that he has been employed in some other occupation for at least six weeks immediately preceding the stoppage, he is eligible for the same benefits as other insured persons.

A final amendment removed Great Lakes fishing skippers from the designation of employer, a position filled elsewhere in Canada by the buyer of the catch. This means that the skipper of a Great Lakes fishing vessel may now be insured himself.

PROVINCIAL

Alberta Vehicles and Highway Traffic Act

Regulations under the Alberta Vehicles and Highway Traffic Act setting out licensing requirements for operators of private driver-training schools and for driver instructors were gazetted on December 15 as Alta. Reg. 346/58.

The regulations were issued under authority of a 1958 amendment which empowers the Lieutenant Governor in Council, on the recommendation of the Minister of Highways, to make regulations governing the licensing and operation of driver-training schools.

Any private driver-training school operated for compensation, except a school or program under the jurisdiction of the Department of Education or the University of Alberta, is subject to the new regulations, which also cover persons giving instruction in driving schools or receiving training as driver instructors.

The regulations prohibit any person from operating a driver-training school or acting as instructor without a licence from the Department of Highways.

Two types of annual licences are provided for, one a licence to operate a private driver-training school and the other, a licence to act as a driver instructor. The Department may also issue a temporary licence pending investigation of an applicant.

As well as furnishing acceptable references and forwarding the prescribed fee, an applicant for a private driver-training

school licence must file with the Department: (1) a public liability insurance policy meeting the requirements of the Alberta Insurance Act; (2) a passenger hazard endorsement for carrying student drivers or observers approved by the Superintendent of Insurance; (3) proof that protection has been provided under the Alberta Workmen's Compensation Act, or (4) if required, a separate employer's liability policy in the amount prescribed by the Department. The regulations further provide that each driver-training school must file with the Department a \$2,500 bond to guarantee the faithful performance of its obligation.

An applicant for an instructor's licence must be at least 21 years and hold a valid Alberta class "A" operator's licence. He is also required to pass an examination set by the Motor Vehicle Branch covering traffic and financial responsibility laws, safe driving practices, operation of motor vehicles and knowledge of teaching methods, techniques and practices.

The Department may refuse to issue a licence or it may suspend, revoke or cancel a licence for cause, in which case an appeal may be filed with the Driver Review Board, which is required to hold an immediate hearing.

The regulations also stipulate that every school must have approved equipment, use only vehicles equipped with adequate dual control, and maintain its vehicles in a safe mechanical condition.

Every driver-training school must keep such records as may be prescribed, the regulations further providing that the premises and records are subject to inspection by Departmental representatives at any time.

The use of misleading advertising is expressly forbidden.

Nova Scotia Apprenticeship and Tradesmen's Qualification Act

The Nova Scotia Apprenticeship and Tradesmen's Qualification Act, which applies only to the trades and in the areas designated by the Minister of Labour, was declared to apply to the trades of plumber and steamfitter in the County of Halifax by two orders gazetted on November 26 and effective January 1.

As a result, no person under 21 years may now be employed in either of these trades in Halifax County for longer than three months except under a registered apprenticeship agreement or except in specialized or repetitive work approved by the Minister.

Earlier orders declared the Act to apply to the carpenter trade in the counties of Cape Breton, Inverness, Richmond, Victoria and Halifax and to the motor vehicle repair trade in the city of Halifax and the town of Dartmouth.

New Brunswick Workmen's Compensation Act

Regulations amending the coverage of the collective liability section of the New Brunswick Workmen's Compensation Act and adding pneumoconiosis to the schedule of industrial diseases approved by O.C. 58-526 and O.C. 58-675 were gazetted December 17.

The schedule excluding specific industries, occupations and undertakings unless a stated number of workmen were usually employed has been replaced by a provision which states that, with a few exceptions, every industry will be excluded from Part I of the Act until at least three persons are employed. Two other provinces, Newfoundland and Prince Edward Island, also exclude industries employing fewer than three persons.

A few industries are excluded unless at least ten, 50 or 500 workers are employed. The exceptions are mainly in undertakings where the sporadic and transient nature of the work makes it difficult to keep accurate records. One such exception is the fishing industry, which, as before, is excluded unless at least 50 workmen are employed in an undertaking. Another is air transport, the minimum number of employees now required being 10 instead of 200. Hand laundries, previously excluded unless they employed 25 persons, are now covered if they employ 10 or more workmen.

As before, boats engaged in extra-provincial transportation, except vessels owned or controlled by the federal or provincial government, are not within the scope of the collective liability system until at least 500 workmen are employed.

In a few cases, the minimum number of employees required is higher than formerly. To be covered, boats engaged in the coastal or river trade must now have 10 instead of five employees. Some undertakings employing only two workmen, such as small sawmills, repair shops, bakeries, etc., will no longer be covered.

The new regulations took effect January 1, except that employers of any industry brought under the Act may apply for coverage from July 1, 1958.

Another amendment was the deletion of the provision excluding members of a family under 21 years residing with the

employer from the definition of workmen. A minimum annual assessment of \$10 for employers was also provided for.

As previously indicated, pneumonococcosis was added to the schedule of industrial diseases, the definition covering all related forms of inflammation, irritation or infection of the lungs or bronchial tubes, including asbestosis, silicosis, berylliosis, anthracosis, siderosis, fibrosis, calcicosis and baritosis.

The only form of the disease previously compensable in New Brunswick was silicosis.

Ontario Fuel Board Act

The Ontario Fuel Board recently amended its general regulations and also issued new special rules for gas service lines. The new provisions were gazetted on December 6 (O. Reg. 294/58, O. Reg. 296/58 and 297/58).

General Requirements

The amended general regulations adopt, with some changes, Section 1 and 2 of the new Canadian Standards Association Installation Code for Gas Burning Appliances and Equipment (CSA-B.149-1958) in place of the American Standards Association Code (Z. 21.30-1954) adopted last year (L.G., Jan. 1958, p. 83). Ontario thus becomes the second province to adopt this new CSA Code, Alberta having adopted it last September (L.G., Dec. 1958, p. 1411).

The code of minimum standards for pressure piping adopted by the Canadian Gas Association, Section 8 of the American Standards Association Code for Pressure

Piping (ASA B.31.1.8-1955), was also adopted with some modifications. The code is set out in a publication of the American Society of Mechanical Engineers entitled *Gas Transmission and Distribution Piping Systems*.

The Act provides that no gas utility shall knowingly supply gas to an appliance unless the appliance, piping, fittings and vent comply with the regulations.

Gas Service Lines

The special rules for gas service lines prohibit any person from installing or replacing a gas service line unless it is equipped with a service shut-off to stop the flow of gas. The shut-off must be readily accessible and is to be located outside a building.

The gas utility is now responsible for installing a service shut-off on all existing gas service lines supplying non-residential buildings. Gas service lines supplying residential buildings must also be equipped with a shut-off if operated at a pressure greater than 1 psig or if the pipe is larger in diameter than 1½ inches IPS.

When a gas meter is removed, the gas utility must close the service shut-off, or, if no such device is installed, cut off the flow of gas so as to ensure that no gas will enter the building.

Every gas utility is required to conduct a survey of the work needed to be done to comply with the new regulations, and then to submit a report to the Board, together with its plan and schedule for completing the work. Each month thereafter it must submit a progress report.

NLRB Rules Failure to Pay Union Fine Not Cause for Dismissal

Under a union shop clause an employee may not rightly be fired at the union's request for failure to pay fines imposed by the union, the United States National Labor Relations Board decided recently.

In the case in question the employee had not paid a fine levied on him by his local union for failure to attend meetings. As a result he was held to be not in good standing, and when he was laid off by the employer the local refused him the usual withdrawal slip which excuses members from paying dues while laid off. When he returned to work the union gave him the

alternative of paying dues for the five months for which he had been laid off or paying a new "initiation" fee. As he paid neither, he was dismissed at the union's request.

The Board held that the discharge was the result of the employee's failure to pay his fine. When the obligation to pay arrears of dues depends on attendance at union meetings the Board decided that such a debt did not constitute the "periodic dues... uniformly required" stipulated by the Taft-Hartley Act as the only charge the non-payment of which constitutes ground for dismissal under a union shop contract.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit in November number 246,568—29 per cent higher than October total but slightly lower than November 1957. Claimants at end of November numbered 30 per cent more than month earlier, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in November was 246,568, which was 29 per cent higher than the October total of 191,215 but slightly lower than the 249,108 claims reported for November 1957.

Initial claims, constituting two-thirds of the November total, increased from 110,725 to 164,223, or by about 50 per cent, during the month; but were only 5 per cent above November 1957. Renewal claims, at 82,345 for November, were virtually unchanged from October but represented a decline of 11 per cent from last year's total of 92,852. The relatively greater month-to-month increase in initial claims as against renewals is usual for this time of year and is associated with the different purpose served by the two types of claim, the initial claim being the instrument for establishing the benefit period. With the decline in the employment level at this season of the year, claims increase, and where no benefit period has been established, an initial claim is taken.

Claimants for unemployment insurance benefit on November 28 numbered 419,233. This was about 96,000, or 30 per cent, higher than the October 31 total of 323,530. On November 29, 1957, claimants numbered 403,273.

Males comprised nine out of every 10 additional claimants on November 28, totalling 311,575 in comparison with 226,527 on October 31—an increase of 85,000. Female claimants increased in number by 10,600, or 10 per cent, during the same period. Year-to-year comparisons show a decline of some 2,000 in the number of male claimants, whereas female claimants this month were up 18,000 over last year.

The current count of claimants includes some 4,500 persons who established the right to seasonal benefit, effective in the

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

week beginning November 30. December figures will provide details concerning seasonal benefit for the current season.

Postal claimants comprised 34 per cent of the November 28 total, almost unchanged from last year but about 4 percentage points above October 31, 1958.

Decisions were recorded on a total of 202,057 initial and renewal claims during November, the proportion entitled to benefit at 76 per cent being slightly greater than for October (74 per cent) but a little below last year's 78 per cent. The qualifying ratios for initial and renewal claims were 64 and 95 per cent, respectively. This ratio is invariably higher for renewal than for initial claims, since a renewal claim is treated as a revival of an existing claim and may be approved without reference to an insurance officer. Initial claims require proof of fulfilment of the minimum contribution requirements. The failure rate was 30 per cent for November, 31 per cent in October and 27 per cent in November 1957.

The average weekly number of beneficiaries was 262,500 for November, 220,700 for October and 227,400 for November 1957.

November benefit payments at \$21,100,000 were 4 per cent higher than the \$20,300,000 paid out in October and 11 per cent higher than the \$19,000,000 paid out during November 1957.

The average weekly payment was \$21.19 during November, \$20.88 for October and \$20.92 for November last year.

*See Tables E-1 to E-4 at back of book.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards have been issued to 4,612,353 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At November 30 employers registered numbered 312,633, an increase of 1,997 since October 31.

Enforcement Statistics

During November 1958, investigations conducted by enforcement officers across Canada numbered 5,767. Of these, 4,113 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 98 were miscellaneous investigations. The remaining 1,556 were

investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 184 cases, 56 against employers and 128 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,106.*

Unemployment Insurance Fund

Revenue received in November totalled \$19,045,678.09 compared with \$20,283,200.09 in October and \$21,602,141.47 in November 1957. Benefits paid in November totalled \$21,099,485.80 compared with \$20,225,925.74 in October and \$18,961,516.48 in November 1957. The balance in the fund on November 30 was \$641,880,241.89; on October 31 it was \$643,934,049.60 and on November 30, 1957, \$887,441,141.23.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1591, November 14, 1958

Summary of the Main Facts: According to the submissions, a collective bargaining agreement was entered into between the National Association of Master Plumbers and Heating Contractors, British Columbia Branch (representing about 100 employers), and the United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of the United States and Canada, Local 170, effective from April 1, 1956 to March 31, 1958, and to continue thereafter from year to year unless three months notice in writing was given by either party prior to the termination of the agreement.

For some time, the union carried on negotiations with the employers' association for an increase in the hourly rate of pay but as no settlement could be reached, the dispute was referred to a provincial conciliation officer. As this officer's recommendation was not acceptable to the union, the latter asked for a supervised strike vote, which was taken on April 7, 1958 and resulted in favour of strike action. However, strike action was not taken, although it is reported that the threat thereof remained.

Finally, the employers' association issued an ultimatum to the union that, unless it accepted the recommendation of the provincial conciliation officer, it would apply for authority to institute lockout procedure. The employers' association obtained such authority and, at 4.30 p.m. on April 30, 1958, lockout procedure was put

into effect by many members of the employers' association and by other plumbing and heating contractors who were not members of the association but who had an agreement with the union. A complete stoppage of all plumbing installation ensued at projects where lockout action had been taken, thereby affecting the employment of about 1,000 workers consisting of plumbers, pipefitters, steamfitters, welders, riggers, apprentices, helpers, etc.

The claimant and those interested in this appeal, who were employed as apprentices by one or the other of the employers who put into effect lockout procedure, lost their employment as a result of the aforementioned stoppage of work.

The claimants filed applications for unemployment insurance benefit but were disqualified by the insurance officer for the duration of the stoppage of work (section 63 of the Act). He based his decision on CUB-622.

The claimants appealed to a board of referees, which heard the case in Vancouver on June 19, 1958. Those who attended the hearing were some of the claimants, the Assistant Business Manager of Local 170 of the interested union, a representative of one of the employers, the Regional Claims Officer and the insurance officer.

In his testimony before the board, the Assistant Business Manager stated that his union had no control over the employment

*These do not necessarily relate to the investigations conducted during this period.

or non-employment of apprentices; that even if the union were on strike the employer of an apprentice would have the right to continue his employment and that the union would offer no objection. The board commented that it would, therefore, appear from the union's representative's contention that the only reason the claimants concerned lost their employment was that there was no work to be offered to them.

The board, after considering all the evidence, both written and oral, unanimously held that the claimants had lost their employment by reason of a stoppage of work due to a labour dispute and were subject to disqualification from receipt of benefit under section 63 of the Act, inasmuch as they belonged to a grade or class of workers who were directly interested in the dispute since their pay was "tied" to that of the journeymen and would, therefore, be affected by the outcome of the dispute.

On August 11, 1958, the union appealed to the Umpire, mainly on the grounds that the apprentices were available for employment and prepared to remain in their jobs during the period of the lockout; that the union had no objection to their doing so and would not have prevented them from working; that in previous strikes and lockouts apprentices had in fact remained at work and the only difference in the present case was that no work was available for them; that under the union's constitution "apprentices were barred from either voice or vote in union meetings"; that not all of the apprentices affected by the board of referees' decision are members of the union; that the union has no jurisdiction over the wages of the apprentices, such being governed by the British Columbia Apprenticeship and Tradesmen's Qualification Act and, in the collective agreement between the union and the employers, the parties merely agree to be bound by the provisions of that Act; that it must be admitted the wages of the apprentices would increase or decrease in accordance with the terms of the settlement of the lockout but this, however, was a matter over which the union had no control and which could have no bearing on the outcome of the lockout and that, as to the question of the apprentices belonging to a grade or class of workers "participating in the lockout," it was considered that no distinction could be drawn between the apprentices concerned in this appeal and any other apprentices.

According to the documents received from the Chief, Claims Division, Unemployment Insurance Commission, on Octo-

ber 1, 1958, a resumption of work took place at 8.00 a.m., on September 9, 1958, and a new agreement was entered into between the said employers' association and the union effective April 1, 1958. Among the provisions therein is the following: "One cent (1c.) per hour for each hour worked by employees covered by this agreement must be paid into the Piping Industry Apprenticeship Fund as directed by the Piping Industry Apprenticeship Board."

Considerations and Conclusions: The labour dispute in decision CUB-622, to which the board of referees was referred by the insurance officer, was concerned with six different questions, *viz.*, increase in the hourly rate of pay, vacations with pay, supplying of tools, starting and quitting time, compulsory check-off of union dues and double time on Saturdays. The claimant in that case also had lost his employment because of a strike and was found to have participated in the dispute as he was present at the meeting of his union local when the strike vote was taken and did not report for work on the morning of the commencement of the strike.

The present case is different. According to the submissions, the claimant lost his employment by reason of a lockout and there is no evidence of participation either by refusing to cross a picket line or by any other similar act of participation. Moreover, the labour dispute was concerned with one question only, namely that of an increase in the hourly rate of pay.

According to the submissions also, the wages of the apprentices, which are governed by the British Columbia Apprenticeship and Tradesmen's Qualification Act, could not be and in fact were not a matter for direct or immediate negotiation between the union and the employers' association during the labour dispute as neither party had any jurisdiction over such wages.

It is, therefore, obvious to me that none of the apprentices can be said to be directly interested in the labour dispute, notwithstanding that they may in fact have benefited by its outcome in some respect. Nor can the apprentices, particularly in the absence of any evidence of participation or financing by anyone of them, be said to belong to the same grade or to the same class as the workers who were directly interested in the dispute. According to the principle established in decision CUB-761, "the basis upon which the extension of the terms 'grade' or 'class' must be fixed relates not only to the nature of the occupation but also to the nature of the issue in dispute". Now, in the present case, the nature of the apprentices' occupation is

different from that of the journeymen's and the issue, *viz.*, increase in the hourly rate of pay, could not, because of lack of jurisdiction, be an issue in dispute between the union and the employers' association with respect to the apprentices.

For all the above reasons, the appeal of the Association is allowed.

Decision CUB-1593, November 21, 1958

Summary of the Main Facts: The claimant worked as a labourer for Dominion Iron and Steel Limited, Sydney, N.S., from 1942 to February 1, 1958, when he was placed on short time because of a shortage of work. On February 4, 1958, he filed an initial application for benefit and the claim was allowed.

It appears that the greater part of his employment with the same employer during the period May 1, 1958 to July 2, 1958, was on a full-time basis following which he was again placed on short time.

On July 7, 1958, he filed a renewal claim for benefit and on the same date applied to have it antedated to cover the period June 29, 1958, to July 5, 1958, inclusive, a total of five working days, on the ground that he did not file his claim earlier because he expected to be called for shift work which, as it turned out, did not materialize.

The insurance officer allowed the claim effective July 6, 1958, but did not approve the antedate to June 29 1958, because in his opinion, the claimant had not shown good cause for delay in making his claim (sections 46 (3) of the Act and 150 of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees, stating that he had been working short time until some time in May, following which he became employed fulltime for two weeks; that during that time he enquired from an employee of the local office of the Commission whether it was necessary for him to report to that office every week; that the employee replied in the negative and added that, when he became unemployed, he should go to the said office and renew his claim; that the employee did not advise him that, if he did not report during the first week he was unemployed, he would lose his benefit for that week; and that he was not aware that a pamphlet was issued to unemployed persons outlining their obligations under the Act with respect to claiming benefit.

The claimant attended the hearing of his case by a board of referees in Sydney on August 19, 1958. The board, by a unanimous decision, disallowed the appeal and in so doing noted that the claimant left Syd-

ney on Thursday evening (July 3, 1958) to visit his uncle at Soldier's Cove, a distance of 46 miles, and did not return until Monday (July 7, 1958), when he filed his claim.

On September 12, 1958, Local 1064, United Steelworkers of America, of which the claimant is a member, appealed to the Umpire on the grounds that the claimant had worked short time during the period June 29 to July 5, 1958; that he had reported to the local office at 5.00 p.m. on Thursday July 3, 1958, and the office was closed; that an employee of that office, who was outside the building, had told him to come back the following day (Friday); that the employee did not inform him that if he failed to report by Friday, he would lose his benefit for the week in question and that, as Thursday had been his reporting day when he was on benefit previously, he naturally thought that his reporting day would be the same as before. The official of the Union stated in the appeal that the claimant contended also that he could not have made a complete and actual report of his unemployed days in the week ending July 5 until after that date, because of the four eight-hour shifts which are worked between 5.00 p.m. on Friday and 8.00 a.m. on Sunday (the end of the working week at the plant for payroll purposes).

Considerations and Conclusions: According to the established principles of jurisprudence, a claimant, in order to show that he had "good cause" for delay in applying for unemployment insurance benefit, must prove that he was prevented from attending at the local office to file his claim by circumstances over which he had no control (CUBs 116 and 395), or that under the circumstances existing at the time it was reasonable that he should not so attend (CUB-1454).

In the present case, the grounds put forward by the claimant or by the Union on his behalf as justification for the delay in filing his claim for benefit on a date earlier than July 7, 1958, do not show that, on July 3 or 4, 1958, there was at least one circumstance of a compelling nature which might reasonably be accepted as a valid reason, and not solely as an excuse, for not attending at the local office during the usual working hours of the said office.

I, therefore, agree with the unanimous decision of the board of referees that the claimant has failed to show that he had good cause for delay in applying for benefit and I must consequently dismiss the union's appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 261 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 233 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	7	\$1,376,261.00
Defence Production	84	127,919.00
Post Office	10	110,319.94
R.C.M.P.	1	5,040.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein in the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of \$7,039.08 was collected from 14 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 174 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

The Pas Man: J S Quinn Construction Co Ltd, construction of pumping plant, South Saskatchewan River Reclamation project; Leslie Construction Co Ltd, construction of main ditches in Pasquilla area, Saskatchewan River Reclamation project. *near Dunblane Sask:* McNamara Ltd, processing of concrete aggregate for South Saskatchewan River project. *near Outlook Sask:* Beattie Ramsay Construction Co Ltd, grading, construction of street, sewer & water supply & related work, Headquarters Bldgs, South Saskatchewan River Dam project. *Rosthern Sask:* Prefontaine Construction, construction of earthfill dam, etc. *near Val Marie Sask:* Jas Tomchuk Construction Ltd, construction of concrete spillway & appurtenant works for West Val Marie dam. *near Fort Macleod Alta:* Steffler Construction Ltd, construction of canal relocation, United Irrigation District. *near Spring Coulee Alta:* G F Tollestrup & Co, construction of reinforced concrete highway bridge over main canal, St Mary project.

Central Mortgage and Housing Corporation

Calgary Alta: Keith Construction (Calgary) Ltd, construction of housing units & services. *Edmonton Alta:* Young Electric Ltd, installation of electrical distribution system.

Department of Citizenship and Immigration

Kingsclear Indian Agency N B: Diamond Construction (1955) Ltd, construction of water supply system, Kingsclear Indian Reserve; Clumac Construction Ltd, construction of sewage disposal system, Woodstock Reserve. *Clandeboye Indian Agency Man:* Macaw & MacDonald Ltd, installation of water supply system, Fort Alexander IRS. *Meadow Lake Indian Agency Sask:* Gall's Lumber Yard, construction of Indian day school & residence, Canoe Lake Reserve. *Touchwood Indian Agency Sask:* T F Fordon, construction of residence, Gordon's IRS; Matheson Bros Ltd, construction of water supply system & pumping equipment installation, Muscowequan IRS. *Kwawkewlth Indian Agency B C:* McGinnis Bros, renewal of Assembly Hall floor & associated work, Alert Bay IRS. *Lytton Indian Agency B C:* Broadway Refrigeration & Air Conditioning Co Ltd, installation of walk-in cooler & deep freeze unit, St. George's IRS.

Defence Construction (1951) Limited

Moncton N B: Weiss Electrical Contracting Co, revisions to existing lighting in 3 bldgs, RCAF Station. *Scoudouc N B:* Cossor (Canada) Ltd, installation of transmitting facilities for RCN Radio Station, HMCS "Coverdale", DOT Transmitter Station. *Camp*

Borden Ont: Ruliff Grass Construction Co Ltd, erection & finishing prefabricated steel garage & outside services; L T Bristow Plumbing & Heating Ltd, additions & alterations to heating system, Lecture Training bldg (T-119). *Meaford Ont:* B & H Metal Industries Co Ltd, supply & erection of structural steel for tank hangar bldg. *Petawawa Ont:* A Janin & Co Ltd, construction of QM & Technical Stores bldg & outside services; Louis Markus & Son Ltd, construction of tank hangar & outside services; B & H Metal Industries Co Ltd, supply & erection of structural steel for tank hangar bldg. *Shirley Bay Ont:* M & M Line Construction Co Ltd, supply & installation of high voltage feeder & distribution equipmnt. *Churchill Man:* Canada Catering Co Ltd, catering services. *Rivers Man:* J Beer Painting & Decorating, interior painting of 4 barrack blocks, CJATC. *Cold Lake Alta:* Poole Construction Co Ltd, construction of extension to fire hall & standard auxiliary power unit bldg, RCAF Station; McNamara Ltd, construction of various bldgs & services & POL installation for Air Force refuelling base. *Namao Alta:* W C Wells Construction Co Ltd, construction of various bldgs & services & POL installation for Air Force refuelling base. *Chilliwack B C:* Klassen Construction Ltd, construction of junior ranks club, RCEME. *near Fort St John B C:* The J H McRae Co Ltd, signal installation at PGE railway Peace River Crossing, Peace River Bridge.

Building and Maintenance

Halifax N S: Arthur & Conn Ltd, rewiring & relighting bldg No. 1. *Centralia Ont:* F W Hill & Co, interior painting of 91 PMQ's. *Kingston Ont:* McCauley Bros, interior painting of Armoury. *Picton Ont:* Hugh Murray Ltd, construction of extension to officers' mess. *Camp Shilo Man:* Bluebird Painting & Decorating Co Ltd, interior painting of 110 PMQ's. *Winnipeg Man:* Oswald Decorating Co, interior painting of barrack blocks. *Edmonton Alta:* Forsyth Decorating Co Ltd, interior painting, 224 Base Workshop. *Wainwright Alta:* Bluebird Painting & Decorating Co Ltd, interior painting of 15 bldgs; Forsyth Decorating Co Ltd, interior painting of 20 bldgs. *Chilliwack B C:* Blanchot Bros, interior painting of 96 PMQ's & 5 bldgs. *Vancouver B C:* Helge Harvest Painting Co Ltd, interior repainting of bldgs 45 & 46 & top floor of bldg 104. *Victoria B C:* Parfitt Construction Co Ltd, rehabilitation of swimming pool, Bay St Armoury.

Department of Defence Production

Dartmouth N S: Frank & Edward Horne, renewal of exterior wall finish, Administration Bldg, RCN Armament Depot. *Halifax N S:* W A Chaddock & Co Ltd, *installation of steam lines, heating system, CVD Jetty; Standard Paving Maritime Ltd, *hard surfacing of DND area, HMC Dockyard. *Sydney N S:* Highland Paving & Construction Ltd, surfacing of road, RCAF Station. *Brandon Man:* G T Smith & Sons Ltd, rewiring & relighting north wing of Armoury. *Maple Creek Sask:* Swift Construction Co Ltd, interior redecoration of Armoury. *Sea Island B C:* Quadra Construction Co Ltd, construction of concrete slab base & erection of Armco steel bldg, RCAF Station. *Vernon B C:* Parker Construction Ltd, installation of storm & water drainage system, Military Camp.

National Harbours Board

Halifax N S: The Canada Gunitite Co Ltd, consolidation of crib foundation by grouping, Pier A-1, Berth 34. *Montreal Que:* Chas Duranceau Ltd, construction of shed, Sections 62-65; Canadian Comstock Co Ltd, electrical installation for Toll Plaza, Jacques Cartier Bridge. *Prescott Ont:* Foresteel Products Ltd, installation of partial dust control system, elevator.

Department of Northern Affairs and National Resources

Terra Nova National Park Nfld: T H Joyce, *laying concrete blocks, generator bldg & workshop bldg. *Prince Edward Island National Park P E I:* Douglas Bros & Jones Ltd, *drilling two 8" wells on Robinson's Island. *Fundy National Park N B:* Rodney Contractors Ltd, construction of pumphouse & valvehouse for water distribution system. *Fort Lennox National Historic Park Que:* Paul Boucher Ltee, construction of timber pile trestle bridge. *Quebec Que:* Emile Frenette Ltee, construction of board walk at Citadel. *Point Pelee National Park Ont:* S Ward & Son, *supply & installation of heating system, Warden's residence. *Banff National Park Alta:* Timber Preservers Ltd, construction of Judges' stand, Mount Norquay Ski Jump. *Fort Langley B C:* Moore Electric, *electrical installations in Officers' Mess bldg.

Department of Public Works

St John's Nfld: Trynor Construction Co Ltd, harbour improvements. *Bridgewater N S:* Liverpool Lumber Co Ltd, construction of moorings. *Caledonia N S:* Raymond Downie, construction of post office. *Canning N S:* Avon Construction Co Ltd, construction of post office. *Grand Etang N S:* R A Douglas Ltd, harbour repairs & improvements. *Harrigan (MacDonald's Cove) N S:* Campbell & McIsaac, breakwater construction. *Newellton N S:* Kenney Construction Co Ltd, wharf improvements. *North Sydney N S:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Pondville N S:* H E MacDonald & Simon Poirier, breakwater repairs. *River John N S:* Halverson & Smith Ltd, construction of post office. *Shelburne N S:* Kenney Construction Co Ltd, wharf repairs. *Wallace N S:* K J Cochran, wharf improvements. *Boiestown N B:* Coronet Paving Ltd, construction of post office. *Campbellton N B to Cross Point Que:* Belle Construction Ltee, construction of substructure for Interprovincial Bridge. *East Florenceville N B:* Clumac Construction Ltd, construction of RCMP detachment quarters. *Fredericton N B:* Atlas Construction Co Ltd, paving, drainage & ditching, Science Service Laboratory, UNB Campus. *Leonardville N B:* Diamond Construction (1955) Ltd, construction of breakwater. *Moncton N B:* Eastern Woodworkers Ltd, construction of RCMP married quarters. *Ste Croix N B:* John Flood & Sons Ltd, paving & drainage, Customs & Immigration bldg. *Stuarttown N B:* Fundy Contractors Ltd, construction of breakwater. *Union Mills N B:* R E MacCreedy, timber cribwork, etc, Customs & Immigration bldg. *Bagotville Que:* Alphonse Montminy & Fils Inc, construction of protection wall. *Baie Comeau Que:* Julien & Jacob Inc, repairs to shed on Spur Wharf. *Bromptonville Que:* Dorilas Grenier Ltd, construction of post office. *Cap Aux Meules Que:* North Shore Construction Co Ltd, wharf repairs. *Clarenceville Que:* Gerard Picard & Douglas Vosburgh, construction of wharf. *Dunham Que:* Marcel Lachapelle, construction of post office. *Gaspe Que:* Les Entreprises BCD Ltee, repairs to Davis Wharf. *Grand Anse Que:* Ferdinand Germain, construction of two wharves. *Grenville Que:* Major Construction, construction of post office. *La Malbaie Que:* Fortunat Bernard, breakwater extension. *Montebello Que:* Eugene Dufort & Lucien Lavoie, construction of post office. *Point au Pic Que:* L'Atelier Mecanique de la Malbaie Eng, wharf repairs. *Rougemont Que:* Lemieux Construction Ltd, construction of post office. *St Barthlemy Que:* Emilien Lafortune, construction of post office. *Ste Felicite Que:* Edmond & Pierre Paul Leclerc, construction of protection wall. *St Gabriel de Brandon Que:* Armand Sicotte & Fils Ltee, construction of wharf. *St Hubert Que:* Lemieux Construction Ltd, construction of post office. *Ste Marguerite Station Que:* Gerald Major, construction of post office. *Sherbrooke Que:* Albert Morin, enlargement of trucking yard, federal bldg. *Ville St Georges Que:* J O Lambert Inc, construction of federal bldg. *Alfred Ont:* Sinclair Supply Co Ltd, construction of post office. *Cache Bay Ont:* Chisnell-Ganton Ltd, construction of wharf. *Callander Ont:* Farquhar Construction Ltd, construction of post office. *Chalk River Ont:* R G Reinke Sons Ltd, construction of post office. *Fort Erie Ont:* Guy Violino Construction Ltd, construction of animal inspection & quarantine bldg for Dept of Agriculture. *Goderich Ont:* Ontario Marine & Dredging Ltd, construction of catwalk extensions. *Macdiarmid Ont:* Alex Zoldy, wharf construction. *Markham Ont:* Ruliff Grass Construction Co Ltd, construction of post office. *Marmora Ont:* Colt Contracting Co Ltd, construction of post office. *Mattawa Ont:* Chisnell-Ganton Ltd, construction of wharf. *Morinus Ont:* Arthur Woods, wharf repairs. *Nipigon Ont:* Croydon Construction Ltd, construction of rubble mound training wall. *Oshawa Ont:* Ontario Marine & Dredging Ltd, repairs to east breakwater. *Ottawa Ont:* A Lanctot Construction Co Ltd, construction of Government vehicle garage, Tunney's Pasture. *Parry Sound Ont:* Macklaim Construction Co Ltd, repairs to approach, Smelter wharf. *Penetanguishene Ont:* Ontario Marine & Dredging Ltd, repairs to wharf & floats. *Petawawa Ont:* Louis Markus & Son Ltd, construction of staff apartment bldg, Forest Experimental Station. *Port Rowan Ont:* W A Haggerty Construction Ltd, breakwater extension. *Southampton Ont:* Deroit River Construction Ltd, breakwater demolition, Chantry Island. *Spanish Ont:* Hill-Clark-Francis Ltd, construction of post office. *Toronto Ont:* Circle Refrigeration Ltd, installation of cold rooms & related equipment, 86 Collier St, for Dept of Agriculture; Tracy Construction Inc, construction of runway extension, Toronto Island Airport. *Wellesley Ont:* L Riehl & Son, construction of post office. *Windsor Ont:* Eastern Construction Co Ltd, alterations & addition to federal bldg; W S Fullerton Construction Co Ltd, construction of boat landing, dredging & repairs to RCMP bldg; McMillan's Marine Services, installation of pile clusters & repairs to warehouse. *Belmont Man:* Harold S Box, construction of post office. *Boissevain Man:* Gustaf Verbeke, construction of Quarantine Station. *Brandon Man:* R E Turner, construction of research piggery, Experimental Farm. *Miniota Man:* F A France Construction

Co Ltd, construction of federal bldg. *Minitonas Man*: Freiheit Construction Ltd, construction of post office. *Ninette Man*: Tompkins & Green, construction of post office. *Otterburne Man*: Armand Poirier, construction of post office. *Portage la Prairie Man*: Pearson Construction Co Ltd, construction of federal bldg. *Ste Rose du Lac Man*: Freiheit Construction Ltd, construction of post office. *Selkirk Man*: North American Bldgs Ltd, construction of RCMP detachment quarters. *Transcona Man*: Wyatt Construction Co Ltd, alterations & additions to post office. *Elrose Sask*: Ritinger Construction Ltd, construction of post office. *Moose Jaw Sask*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Spiritwood Sask*: Clifton Construction Co, construction of post office. *Strasbourg Sask*: Holterman Construction, construction of post office. *Acme Alta*: Greene Construction Co, construction of post office. *Airdrie Alta*: New West Construction Co Ltd, construction of post office. *Blackie Alta*: New West Construction Ltd, construction of post office. *Bow Island Alta*: Johnson Construction Co Ltd, construction of post office. *Calgary Alta*: Poole Construction Co Ltd, construction of freight elevator & shaft, Customs Bldg. *Cardston Alta*: Oland Construction Ltd, construction of St Mary's IRS, Blood Indian Agency; Gunnar Holte & Hans Nordlund, construction of addition to federal bldg. *Clyde Alta*: Art Erickson, Thomas Koziak & Lionel Mageau, construction of post office. *Cochrane Alta*: Borger Bros Ltd, construction of post office. *Crossfield Alta*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Evansburg Alta*: Waterloo Construction Ltd, construction of RCMP detachment quarters. *Gleichen Alta*: Southern Alberta Construction Ltd, construction of RCMP detachment quarters. *Grande Prairie Alta*: Quam Construction Co, construction of addition to federal bldg. *Morrin Alta*: Greene Construction Co, construction of post office. *Peace River Alta*: Lahey Construction Ltd, construction of RCMP married quarters. *Pincher Creek Alta*: Southern Alberta Construction Ltd, construction of RCMP detachment quarters. *Provost Alta*: C Burrows Construction Ltd, construction of RCMP detachment quarters. *Smoky Lake Alta*: A V Carlson Ltd, construction of post office. *Spirit River Alta*: Vanvlier Construction Co Ltd, construction of RCMP detachment quarters. *Stavelly Alta*: Borger Bros Ltd, construction of post office. *Wainwright Alta*: Quam Construction Co, construction of addition to federal bldg. *Wood Buffalo National Park Alta*: McNamara Construction Co Ltd, clearing & grubbing, Peace Point to 5th Meridian. *Alert Bay B C*: Horie & Tynan Construction Ltd, breakwater improvements. *Castlegar B C*: Columbia Builders Ltd, construction of RCMP detachment quarters. *Fort Langley B C*: Greenall Bros Ltd, construction of post office. *Gabriola Centre B C*: Fraser River Pile Driving Co Ltd, wharf reconstruction. *Glacier National Park B C*: Poole Construction Co Ltd, construction of Illecillewaet River bridge No 3, mile 18.73 & Canadian Pacific Railway overpass, mile 18.54, Trans-Canada Highway. *Kitimat B C*: Dewey DeVries, construction of garages for Dept of Public Works houses. *Kitimat Mission B C*: Skeena River Pile Driving Co, construction of catwalk & dolphin. *Nanaimo B C*: A & B Construction Co Ltd, alterations at Pacific Biological Station; Harbour Pile Driving Co, wharf reconstruction & float renewal, Farmer's Landing. *Okanagan Landing B C*: Holmes Construction Ltd, construction of breakwater. *Pitt Meadows B C*: D C Festing, construction of post office. *Prince George B C*: Howe Construction Co Ltd, construction of RCMP quarters. *Prince Rupert B C*: Pacific Pile Driving Co Ltd, float renewal, Fairview Bay. *Queen Charlotte City B C*: Basarab Construction Co Ltd, wharf repairs & float renewal. *Retreat Cove B C*: Fraser River Pile Driving Co Ltd, wharf reconstruction. *Sidney B C*: Pacific Pile Driving Co Ltd, construction of ferry terminal. *Sooke B C*: Pacific Pile Driving Co Ltd, wharf reconstruction. *Yellowknife to Fort Rae NWT*: Western Construction & Lumber Co Ltd, crushed rock surfacing, Mile 0 to Mile 20. *Dawson-Mayo Highway Y T*: John A MacIsaac, erection of Bailey bridges, Klondike River & Yukon Consolidated Gold Co ditch.

Contract Containing The General Fair Wages Clause

Corner Brook Nfld: Locke's Electrical, installation of fluorescent fixtures, federal bldg. *Charlottetown P E I*: Charlottetown Marine Industries Ltd, repairs to Dredge Pownal No 2. *St Jerome Que*: Ernest Goyer, interior painting, federal bldg. *Victoriaville Que*: F R Bourgeois Ltd, interior alterations, federal bldg. *Englehart Ont*: E R Deline, interior painting, federal bldg. *Kingston Ont*: Frost Moving Co, moving equipment to new federal bldg. *Ottawa Ont*: Rene Cleroux, repairs to tunnels, Tunney's Park; A Lanctot Construction Co, plumbing repairs, 40 Lydia St; James Paterson & Son, interior alterations, Justice bldg; Sunnyday Contractors Ltd, interior repairs, No 6 Temporary bldg; Campbell Steel & Iron Works Ltd, construction of new smoke stack, Mines Bldg, Booth St; Edge Ltd, installation of new heating coils, Central Heating Plant; Maurice

Jolicoeur, alterations & painting, "C" Bldg; Ottawa Bldg Maintenance Co Regd, redecorating, Parliament Bldgs; F J Shouldice Construction Co, installation of new copper flashings, Veterans Memorial Bldgs; Von Utilities Co, installation of conveyor equipment, Veterans Memorial Bldgs; Ottawa Iron Works Ltd, repairs to bronze handrails, Parliament Bldgs; Presley Painting & Decoration, redecoration at Kent-Albert Bldg; Duford Ltd, redecoration at Mines Bldg, Booth St. *Sault Ste Marie Ont*: McLarty Bros & Brodie, repairs to elevator, old federal bldg. *South Porcupine Ont*: A L Barrette, interior painting, federal bldg. *Toronto Ont*: Peter J Leon, interior painting, Postal Station "A"; Dundas Plumbing & Heating, repairs to ceiling, Lipton bldg; Steam Service Co, cleaning of air ducts, City Delivery bldg. *Winnipeg Man*: Kummen-Shipman Electrical Ltd, electrical repairs, UIC bldg. *Squamish B C*: Tide Bay Dredging Co Ltd, dredging. *Vancouver B C*: Allan & Viner Construction, cafeteria repairs, federal bldg.

Department of Transport

St John's Nfld: Trynor Construction Co Ltd, additional development, Torbay (St John's Airport). *Port Hastings N S*: T C Gorman (Nova Scotia) Ltd, construction of foundations & bldgs for wire rope fenders, Canso Canal. *Bagotville Que*: J R Theberge Ltee, relocation of Saguenay air terminal bldg. *Mont Joli Que*: Morissette & Fils Enr & La Compagnie d'equipement et de Construction de Rimouski Ltee, additional development at airport. *near Dainville, Thorold & Welland Ont*: Provincial Engineering Ltd, replacement of steel counterweight ropes on bridges Nos 10, 13, 16 & 17, Welland Ship Canal. *Erieau Ont*: Erieau Shipbuilding & Drydock Co Ltd, *construction of automobile & passenger ferry vessel. *Homer, Port Colborne & Thorold Ont*: Ruliff Grass Construction Co Ltd, *replacement of wire ropes on 6 fenders & land rope on 1 fender, Welland Ship Canal. *Kenora Ont*: J H Edwards & P A Chop, construction of water & sewer mains, airport. *London Ont*: Wilson & Somerville, installation of approach lighting facilities. *Smith Falls Ont*: Dominion Structural Steel Ltd, construction of swing bridge over Rideau Canal. *Winnipeg Man*: Maple Leaf Distributors Ltd, construction of steel bldg to house emergency power plant, airport. *Lethbridge Alta*: Wirtanen Electric Co Ltd, construction of ILS localizer bldg, glide path bldg, etc, & installation of power & control lines & related work, airport. *Ashcroft B C*: Howe Construction Co Ltd, construction of power house & transmitter bldg. *Crescent Valley B C*: L D Maglio, construction of power house & transmitter bldg. *Kimberley B C*: Imperial Builders Ltd, construction of power house & transmitter bldg. *Quesnel B C*: Wirtanen Electric Co Ltd, installation of medium intensity lighting, airport.

Cconciliation Proceedings

(Continued from page 156)

5. Western Ontario Broadcasting Company Limited, Windsor, and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1958, p. 1286).

6. Pacific Tanker Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Aug. 1958, p. 882).

7. Trans-Canada Air Lines and Canadian Air Line Despatchers' Association (Conciliation Officer: R. Trépanier) (see above).

Cconciliation Boards Appointed

1. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and

Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July 1958, p. 755).

2. Stanleigh Uranium Mining Corporation, Elliot Lake, and Elliot Lake-Stanleigh Office Workers' Union, Local 1574, Canadian Labour Congress (L.G., Jan., p. 54).

3. Can-Met Explorations Limited, Spragge, and Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress (L.G., Jan., p. 54).

Settlement Reached before Board Constituted

Canadian National Railways (MV *Blue-nose* Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and other Transport Workers (L.G., Jan., p. 54).

WAGES, HOURS, WORKING CONDITIONS

Wage Rates and Selected Working Conditions in 8 Construction Trades

Survey of collective agreements covering construction trades in 45 cities of Canada finds all trades have gained substantial wage increases since survey four years ago; five-day, 40-hour week now standard throughout most provinces

Examination of 360 collective agreements in force at the beginning of this year in eight construction trades in 45 cities across Canada has found that:

1. All trades have gained substantial wage increases since the last survey at the end of 1954.

2. The five-day, 40-hour week is standard throughout Canada for all eight trades, except in Newfoundland and Quebec.

3. Dual rates of pay for overtime work are now widespread in the construction industry.

4. In the last four years, the 4-per-cent vacation allowance—equivalent to an annual vacation of two weeks—has become practically universal in Ontario and the West.

The survey was made by the Department's Economics and Research Branch, which had made similar surveys in December 1953 and December 1954 (see box).

Employment in the construction industry made up 7.5 per cent of the total working force in Canada. In the past five years, average employment in the industry changed from approximately 340,000 in 1954 to 432,000 in 1958. In the same period, 1954-58, the percentage of construction workers in unions rose some 5 per cent and now stands at 153,000 union members, or 35 per cent of total employment in this industry. The survey examines as wide as possible a cross-section of these organized workers and sets down, principally in tabular form, the basic wages and working conditions obtained through collective bargaining in this industry over the past year.

For the most part, provisions shown in the accompanying tables will be in effect until March, April or May of this year. Although there are specific termination dates for decrees in Quebec, the data set down in this study are the latest available on wages and working conditions in that

This article is an analysis by the Economics and Research Branch, Department of Labour, of wages and working conditions in eight construction trades based on provisions of collective agreements in force on January 1, 1959 in 45 cities across Canada. For cities in Quebec, the working conditions are those given juridical extension under the Collective Agreement Act. (Surveys of a similar nature were carried out by the Branch at December 31, 1954 and at December 1, 1953 (L.G. 1955, p. 202; L.G. 1954, p. 134).

The present study is based on an examination of 360 agreements. The 45 cities included in the survey were selected to give Canada-wide coverage. Taking as a base the 65 largest cities in Canada, final selection was determined by two factors: the extent to which collective agreements for the eight trades existed in that city and the need to obtain wide geographical coverage. In some instances, certain cities were eliminated from the survey because of their proximity to another centre even though they contained agreements for all the trades under study.

For the most part, provisions shown in the accompanying tables will be in effect until March, April or May of this year. The tables are incomplete in certain respects. In some cities, no agreement exists for particular trades. In other instances, the current agreements were not available to the Department. Therefore, no entries appear in the tables for certain trades opposite some of the cities listed.

province. In some instances, recently signed long-term contracts gave information into 1960 and 1961.

A blank space in the tables may mean that no agreement exists for particular trades, that a current agreement was not available to the Department, or that the agreement supplied no information on the matter in question. A blank under statutory holidays, for instance, indicates only that holidays are not listed in the agreement, not necessarily that no holidays are recognized. Where no entry appears under "overtime rate after specified period," the

standard overtime rate applies to all overtime.

The agreements studied are those signed by members of local builders' exchanges

or, less frequently, standard union agreements signed individually by a number of contractors. The unions party to these collective agreements are:

TABLE 1.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

CARPENTERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	A.M.	P.M.		
Newfoundland											
St. John's.....	July '59	1.68		5	45	1½	2	2	2		9
Corner Brook.....	Mar. '59	1.85		5½	44	1½	2	1	1½		6
Nova Scotia											
Sydney.....	May '59	2.20		5	40	1½	2	2	2	(1 wk)	8
Halifax.....	Apr. '61	1.90½	1.95(?)	5	40	1½	2	1½	2	2%	10
New Brunswick											
Saint John.....	Apr. '59	1.75		5	40	1½	2	1½	2	2%	8
Moncton.....	Apr. '59	1.75		5	40	1½		1½	1½	2%	8
Quebec											
Chicoutimi.....		1.78		6	48	1½		1	1½	2%	9
Drummondville.....		1.65		5	48	1½		1½	1½	2%	10
Granby.....		1.92		5½	44	1½		1	1½	2%	5
Hull.....		1.75		5½	44	1½	2	1	1½	2%	9
Jonquière.....		1.78		6	48	1½		1	1½	2%	9
Montreal.....		2.10		5	40	1½	2	1½	2	4%	7
Québec.....		1.80		5	44	1½	2	1½	1½	2%	9
St. Jean.....		1.70		5½	44	1½		1	1½	2%	7
Shawinigan.....		1.70		6	48	1½		1	1½	2%	10
Sherbrooke.....		1.75		5½	44	1½		1	1½	2%	9
Three Rivers.....		1.70		6	48	1½		1	1½	2%	10
Valleyfield.....		2.10		5	40	1½	2	1½	2	4%	7
Ontario											
Bellefleur.....	Mar. '60	2.15	2.25	5	40	1½	2	2	2	4%	8
Brantford.....	Apr. '59	2.15		5	40	1½		2	2	4%	8
Guelph.....	Apr. '59	2.15		5	40	1½		1½	2	4%	8
Hamilton.....	Apr. '59	2.50		5	40	1½	2	2	2	4%	8
Kingston.....	Apr. '59	2.30		5	40	1½	2	2	2	4%	6
Kitchener.....	Apr. '59	2.20		5	40	1½	2	2	1½	4%	7
Lakehead.....	Mar. '59	2.50		5	40	1½	2	2	2	4%	7
London.....	Apr. '60	2.60(?)	2.70	5	40	1½		2	2	4%	8
Niagara Falls.....	Apr. '60	2.42(?)	2.47	5	40	1½	2	1½	2	4%	9
Oshawa.....	Apr. '60	2.45	2.55	5	40	1½	2	2	2	4%	8
Ottawa.....	Apr. '59	2.15		5	40	1½		2	2	4%	7
Peterborough.....	Jan. '59	2.00		5	40	1½	2	1½	1½	4%	8
Sarnia.....	Apr. '60	2.70	2.75	5	40	2		2	2	4%	8
St. Catharines.....	Apr. '60	2.37	2.47	5	40	1½	2	2	2	4%	9
Sudbury.....	Jun. '60	2.40	2.45	5	40	1½		1½	1½	4%	7
Toronto.....	Apr. '61	2.65	2.80(?)	5	40	1½	2	2	2	4%	8
Windsor.....	Mar. '59	2.50		5	40	2		2	2	4%	8
Manitoba											
Winnipeg.....	Apr. '59	2.30		5	40	1½	2	2	2	4%	9
Brandon.....	Apr. '59	2.00		5	48	1½				4%	
Saskatchewan											
Regina.....	Mar. '59	2.13		5	40	1½	2	2	2	(2-3w ks)	8
Saskatoon.....	Mar. '60	2.16		5	40	1½	2	1½	2	(2-3w ks)	
Moose Jaw.....	Mar. '59	2.13		5	40	1½	2	2	2	(2-3w ks)	8
Alberta											
Edmonton.....	Mar. '59	2.35		5	40	1½	2	1½	2	(1-2w ks)	9
Calgary.....	Mar. '59	2.25		5	49	1½	2	2	2	(1-2w ks)	9
Lethbridge.....	Dec. '59	2.20		5	40	1½	2	2	2	(1-2w ks)	9
British Columbia											
Vancouver.....	Mar. '59	2.68		5	40	2		2	2	4%	9
Victoria.....	Mar. '59	2.68		5	40	2		2	2	4%	9

(1) Jan. 1961—\$2.02.

(?) \$2.55 to April 30, 1959.

(3) \$2.32 to April 1, 1959.

(4) Jan. 1961—\$2.95.

The United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC);

The Bricklayers, Masons, and Plasterers' International Union of America (AFL-CIO/CLC);

The International Brotherhood of Electrical Workers (AFL-CIO/CLC);

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (AFL-CIO/CLC);

TABLE 2.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

BRICKLAYERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....	Sept. '60	2.05	2.10	5	45	1½	2	1½	1½		10
Corner Brook.....											
Nova Scotia											
Sydney.....	May '60	2.35	2.61½	5	40	1½		2	2	2%	8
Halifax.....	Apr. '61	2.16	2.21 ⁽¹⁾	5	40	1½	2	1½	2	2%	10
New Brunswick											
Saint John.....	May '59	2.00		5	40	2		2	2	2%	8
Moncton.....	Apr. '60	2.00		5½	44	1½		1	1½	(1 wk)	7
Quebec											
Chicoutimi.....		1.93		6	48	1½		1	1½	2%	9
Drummondville.....		1.80		5	48	1½		1½	1½	2%	10
Granby.....		1.95		5½	44	1½		1	1½	2%	9
Hull.....		2.00		5½	44	1½	2	1	1½	2%	5
Jonquière.....		1.93		6	48	1½		1	1½	2%	9
Montreal.....		2.30		5	40	1½	2	1½	2	4%	7
Québec.....		2.00		5	44	1½	2	1½	1½	2%	9
St. Jean.....		2.00		5½	44	1½		1	1½	2%	7
Shawinigan.....		1.90		6	48	1½		1	1	2%	10
Sherbrooke.....		1.95		5½	44	1½		1	1½	2%	9
Three Rivers.....		1.90		6	48	1½		1	1	2%	10
Valleyfield.....		2.30		5	40	1½	2	1½	2	4%	7
Ontario											
Bellefleur.....	Sept. '59	2.40		5	40	1½	2	2	2	4%	8
Brantford.....	May '59	2.55		5	40	2		2	2	4%	7
Guelph.....	Apr. '59	2.50		5	40	1½		2	2	4%	7
Hamilton.....	May '59	2.70		5	40	2		2	2	4%	8
Kingston.....	Mar. '59	2.50		5	40	1½		2	2	(1 wk)	6
Kitchener.....	Apr. '60	2.55	2.60	5	40	1½		1½	1½	4%	7
Lakehead.....	Mar. '59	2.60		5	40	2		2	2	4%	5
London.....	Apr. '60	2.70 ⁽²⁾	2.80	5	40	2		2	2	4%	7
Niagara Falls.....											
Oshawa.....	Aug. '60	2.75	2.85	5	40	1½	2	2	2	4%	8
Ottawa.....	Apr. '59	2.40		5	40	1½	2	1½	2	4%	7
Peterborough.....											
Sarnia.....	Apr. '60	3.00	3.05	5	40	2		2	2	4%	8
St. Catharines.....	Apr. '60	2.50	2.60	6	40	1½	2	2	2	4%	7
Sudbury.....	Jan. '60	2.50	2.55	5	40	1½		1½	1½	4%	7
Toronto.....	Apr. '60	2.95	3.00	5	40	1½	2	2	2	4%	8
Windsor.....	Mar. '59	2.67½ ⁽³⁾		5	40	2		2	2	4%	7
Manitoba											
Winnipeg.....	Apr. '59	2.50		5	40	1½	2	2	2	4%	9
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	2.44		5	40	1½		2	2	2 wks	8
Saskatoon.....	Apr. '59	2.44		5	40	1½	2	1½	2	(2-3 wks)	
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '59	2.60		5	40	1½	2	2	2	(1-2 wks)	9
Calgary.....	Mar. '59	2.60		5	40	2		2	2	(1-2 wks)	9
Lethbridge.....											
British Columbia											
Vancouver.....	Mar. '59	2.75		5	40	2		2	2	2 wks	9
Victoria.....	Mar. '59	2.70		5	40	1½	2	2	2	4%	9

(1) Jan. 1961—\$2.29.

(2) \$2.60 to April 30 '59.

(3) Includes 10 cents per hour employers' contribution to welfare plan.

TABLE 3.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

ELECTRICIANS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's											
Corner Brook											
Nova Scotia											
Sydney	May '60	1.90	2.05	5	40	1½	2			1 week	5
Halifax	Apr. '60	2.05(1)	2.10(1)	5	40	1½	2	1½	2	1 week	10
New Brunswick											
Saint John											
Moncton	June '59	1.85		5	40	1½	2	1½	1½	1 to 2 wks.	8(2)
Quebec											
Chicoutimi		1.78		6	48	1½		1	1½	2%	9
Drummondville		1.65		5	48	1½		1½	1½	2%	10
Granby		1.70		5½	44	1½		1	1½	2%	9
Hull		2.10		5½	44	1½	2	2	2	4%	5
Jonquière		1.78		6	48	1½		1	1½	2%	9
Montreal		2.20		5	40	1½	2	1½	2	4%	7
Québec		1.90		5	45	1½	2	1½	1½	2%	9
St. Jean		1.80		5½	44	1½		1	1½	2%	7
Shawinigan		1.70		6	48	1½		1	1	2%	10
Sherbrooke		1.70		5½	44	1½		1	1½	2%	9
Three Rivers		1.70		6	48	1½		1	1	2%	10
Valleyfield		2.20		5	40	1½	2	1½	2	4%	7
Ontario											
Belleville											
Brantford	Aug. '59	2.25(2)		5	40	1½	2	1½	2	4%	8
Guelph											
Hamilton	June '60	2.85	3.15	5	40	2		2	2	4%	8
Kingston	Mar. '60	2.30	2.45	5	40	2		2	2	4%	8
Kitchener	June '60	2.40	2.55	5	40	1½	2	2	2	4%	8
Lakehead	Mar. '60	2.70	2.75	5	40	1½	2	2	2	4%	9
London	May '60	2.55	2.75	5	40	2		2	2	4%	8
Niagara Falls	Apr. '59	2.55		5	40	1½	2	2	2	4%	8
Oshawa	May '60	2.65	2.75	5	40	2		2	2	4%	8
Ottawa											
Peterborough	Mar. '60	2.30	2.40	5	40	2		2	2	4%	8
Sarnia											
St. Catharines	Apr. '59	2.65		5	40	1½	2	2	2	4%	8
Sudbury	Jan. '60	2.35		5	40	1½		1½	2	4%	7
Toronto	Apr. '60	3.05	3.30	5	40	2		2	2	4%	8
Windsor	Mar. '59	2.60		5	40	2		2	2	4%	8
Manitoba											
Winnipeg	Apr. '59	2.55		5	40	1½	2	1½	2	4%	10
Brandon											
Saskatchewan											
Regina	Mar. '59	2.24		5	40	1½		1½	2	2 wks	9
Saskatoon	Mar. '59	2.25		5	40	1½	2	1½	2	(2-3 wks)	
Moose Jaw											
Alberta											
Edmonton	Mar. '60	2.65	2.75	5	40	1½	2	2	2	(1-2 wks)	8
Calgary	Mar. '60	2.65	2.75	5	40	2		2	2	4%	9
Lethbridge	Dec. '59	2.40(4)		5	40	1½	2	1½	2	(1-2 wks)	9
British Columbia											
Vancouver	Mar. '59	3.10		5	40	2		2	2	4%	9
Victoria	Mar. '60	2.75		5	40	2		2	2	4 to 6%	9

(1) Includes 4 cents per hour vacation pay until implementation of Vacation with Pay Act.

(2) Plus the afternoons before Christmas and New Year's.

(3) Further 10 cents per hour on March 1, 1959 and further 5 cents per hour June 1, 1959.

(4) Further 5 cents per hour on July 1, 1959.

The Operative Plasterers' and Cement Masons' International Association (AFL-CIO/CLC);

The International Hod Carriers', Building and Common Labourers' Union of America (AFL-CIO/CLC);

TABLE 4.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

PLUMBERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....	Mar. '59	2 10	.....	5	40	1½	2	2	2	3%	7
Corner Brook.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Nova Scotia											
Sydney.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Halifax.....	Apr. '61	2.04	2.11 ⁽¹⁾	5	40	1½	.....	1½	2	(1 wk)	10
New Brunswick											
Saint John.....	Apr. '59	1.80	.....	5	40	1½	2	1½	2	2%	8
Moncton.....	May '59	1.85	.....	5	40	1½	2	1½	1½	(1 wk)	8
Quebec											
Chicoutimi.....	.....	1.73	.....	6	48	1½	.....	1	1½	2%	9
Drummondville.....	.....	1.65	.....	5	48	1½	.....	1½	1½	2%	10
Granby.....	.....	1.85	.....	5	40	1½	.....	1½	1½	4%	10
Hull.....	.....	1.85	.....	5½	44	1½	2	1	1½	2%	7
Jonquière.....	.....	1.73	.....	6	48	1½	.....	1	1½	2%	9
Montreal.....	.....	2.32	.....	5	40	1½	2	1½	2	4%	12
Québec.....	.....	1.90	.....	5	45	1½	2	1½	1½	2%	9
St. Jean.....	.....	1.60	.....	5½	44	1½	.....	1	1½	2%	7
Shawinigan.....	.....	1.75	.....	5½	44	1½	.....	1	1½	2%	9
Sherbrooke.....	.....	1.85	.....	5	40	1½	.....	1½	1½	4%	10
Three Rivers.....	.....	1.75	.....	5½	44	1½	.....	1	1½	2%	9
Valleyfield.....	.....	2.32	.....	5	40	1½	2	1½	2	4%	12
Ontario											
Belleville.....	Mar. '60	2.30 ⁽²⁾	2.35	5	40	1½	2	2	2	4%	8
Brantford.....	Apr. '59	2.25	.....	5	40	1½	2	1½	2	4%	8
Guelph.....	May '59	2.50	.....	5	40	1½	2	2	2	4%	8
Hamilton.....	Dec. '59	2.80 ⁽³⁾	5	40	1½	2	2	2	4%	8
Kingston.....	Apr. '59	2.45	.....	5	40	2	.....	2	2	4%	9
Kitchener.....	May '59	2.50	.....	5	40	1½	2	2	2	4%	8
Lakehead.....	Dec. '59	2.65	.....	5	40	1½	2	2	2	4%	8
London.....	May '60	2.65 ⁽⁴⁾	2.80	5	40	1½	2	2	2	4%	9
Niagara Falls.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Oshawa.....	May '59	2.50	.....	5	40	2	.....	2	2	4%	8
Ottawa.....	Apr. '59	2.55	.....	5	40	1½	2	2	2	4%	8
Peterborough.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Sarnia.....	June '60	3.00	3.00	5	40	2	.....	2	2	4%	8
St. Catharines.....	Mar. '60	2.55	2.65	5	40	1½	2	2	2	4%	8
Sudbury.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Toronto.....	May '60	2.95	3.20	5	40	1½	2	2	2	4%	8
Windsor.....	May '59	2.75	.....	5	40	2	.....	2	2	4%	8
Manitoba											
Winnipeg.....	May '59	2.60	.....	5	40	1½	2	2	2	4%	8
Brandon.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saskatchewan											
Regina.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saskatoon.....	Apr. '59	2.35	.....	5	40	1½	2	2	2	(2-3 wks)	8
Moose Jaw.....	Feb. '59	2.25	.....	5	40	1½	.....	2	2	(2-3 wks)	8
Alberta											
Edmonton.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Calgary.....	Mar. '59	2.50	.....	5	40	1½	2	2	2	4%	9
Lethbridge.....	Apr. '59	2.45	.....	5	40	1½	2	2	2	(1-2 wks)	9
British Columbia											
Vancouver.....	Mar. '59	2.90	.....	5	40	2	.....	2	2	7.2% ⁵	9
Victoria.....	Mar. '59'	2.70	.....	5	40	2	.....	2	2	.....	9

(1) Jan. 1961—\$2.21.

(2) \$2.20 to April 1, 1959.

(3) July 1, 1959, \$2.90.

(4) June 1, 1959—\$2.75.

(5) Includes 3.2% for Statutory holidays.

TABLE 5.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

PAINTERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	A.M.	P.M.		
Newfoundland											
St. John's.....	June '59	1.53*	1.73†	5	40	1½	2	1½	1½	.....	8
Corner Brook.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Nova Scotia											
Sydney.....	Mar. '59	1.50	.....	5	40	1½	.....	1½	1½	(1 wk)	.....
Halifax.....	Apr. '61	1.70*	1.76, 1.80(†)†	5	40	1½	2	2	2	(1 wk)	10
New Brunswick											
Saint John.....	Apr. '59	1.60*	1.65* 1.75†	5	40	1½	2	2	2	(1 wk)	9
Moncton.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Quebec											
Chicoutimi.....	.....	1.63	.....	6	48	1½	.....	1	1½	2%	9
Drummondville.....	.....	1.55	.....	5	48	1½	.....	1½	1½	2%	10
Granby.....	.....	1.65	.....	5½	44	1½	.....	1	1½	2%	9
Hull.....	.....	1.58	.....	5½	44	1½	2	1	1½	2%	5
Jonquière.....	.....	1.65	.....	6	48	1½	.....	1	1½	2%	9
Montreal.....	.....	2.00	.....	5	40	1½	2	1½	2	4%	7
Québec.....	.....	1.70	.....	5	44	1½	2	1½	1½	2%	9
St. Jean.....	.....	1.65	.....	5½	44	1½	.....	1	1½	2%	7
Shawinigan.....	.....	1.60	.....	6	48	1½	.....	1	1	2%	10
Sherbrooke.....	.....	1.65	.....	5½	44	1½	.....	1	1½	2%	9
Three Rivers.....	.....	1.60	.....	6	48	1½	.....	1	1	2%	10
Valleyfield.....	.....	2.00	.....	5	40	1½	2	1½	2	4%	7
Ontario											
Belleville.....	.....	1.70*	1.80†	5½	44	1½	.....	1	1½	4%	9
Brantford.....	Feb. '59	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Guelph.....	.....	2.05*	.....	5	40	2	.....	2	2	4%	7
Hamilton.....	Dec. '59	2.15†	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kingston.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kitchener.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Lakehead.....	Dec. '59	2.15	.....	5	40	1½	.....	1½	2	4%	5
London.....	Apr. '60	1.90*	2.05* 2.00†	5	40	1½	.....	2	2	4%	8
Niagara Falls.....	Mar. '59	1.80	.....	5	42½	1½	.....	1½	2	4%	7
Oshawa.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Ottawa.....	Jan. '59	1.75* 1.90†	.....	5	40	1½	.....	2	2	4%	5
Peterborough.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Samia.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
St. Catharines.....	Feb. '59	1.80	.....	5	40	1½	2	.....	.....	4%	8
Sudbury.....	Jan. '59	1.70	.....	5	44½	1½	.....	1½	.....	4%	7
Toronto.....	Jan. '59	2.27	2.41	5	40	1½	2	2	1½	4%	8
Windsor.....	Apr. '60	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Manitoba											
Winnipeg.....	Apr. '59	2.00* 2.10†	.....	5	40	1½	2	1½	1½	4%	9
Brandon.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saskatchewan											
Regina.....	Mar. '59	1.88* 2.03†	.....	5	40	1½	.....	1½	2	(2-3 wks)	.....
Saskatoon.....	Mar. '60	2.00* 2.15†	2.05* 2.30†	5	40	1½	.....	1½	2	(2-3 wks)	8
Moose Jaw.....	Mar. '59	1.75* 1.90†	.....	5½	44	1½	2	1	1½	(2-3 wks)	.....
Alberta											
Edmonton.....	Mar. '60	2.00* 2.25†	2.20* 2.45†	5	40	1½	2	2	2	(1-2 wks)	9
Calgary.....	Mar. '59	2.05* 2.25†	.....	5	40	1½	2	2	2	4%	9
Lethbridge.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
British Columbia											
Vancouver.....	Mar. '59	2.60* 2.85†	.....	5	40	2	.....	2	2	(2 wks)	9
Victoria.....	Mar. '59	2.60* 2.85†	.....	5	40	2	.....	2	2	(2 wks)	9

(†) Brush: \$1.66, Spray: \$1.76 to April 30, 1959. *Brush. †Spray.

Federation of Building Workers of Canada (CCCL).

These unions generally represent the trades with which their names are associated, except the last one, which groups

construction workers of all trades. It should also be noted that plasterers are sometimes represented by the Bricklayers, Masons, and Plasterers' Union rather than the above-mentioned Operative Plasterers' Union.

TABLE 6.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

PLASTERERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....	Apr. '60	2.00	2.05	5	45	1½	2	1½	1½	.....	10
Corner Brook.....											
Nova Scotia											
Sydney.....	May '60	2.35	2.45	5	40	1½		2	2	2%	8
Halifax.....											
New Brunswick											
Saint John.....	May '59	2.00		5	40	2		2	2	2%	8
Moncton.....	Apr. '60	2.00		5½	44	1½		2	1½	(1 wk)	7
Quebec											
Chicoutimi.....		1.93		6	48	1½		1	1½	2%	9
Drummondville.....		1.80		5	48	1½		1½	1½	2%	10
Granby.....		1.95		5½	44	1½		1	1½	2%	5
Hull.....		1.95		5½	44	1½	2	1	1½	2%	9
Jonquière.....		1.93		6	48	1½		1	1½	2%	9
Montreal.....		2.35		5	40	1½		2	2	2%	9
Québec.....		2.00		5	44	1½	2	1½	1½	2%	7
St. Jean.....		2.00		5½	44	1½		1	1½	2%	10
Shawinigan.....		1.90		6	48	1½		1	1	2%	9
Sherbrooke.....		1.95		5½	44	1½		1	1½	2%	10
Three Rivers.....		1.90		6	48	1½		1	1	2%	7
Valleyfield.....		2.35		5	40	1½	2	2	2	2%	
Ontario											
Belleville.....											
Brantford.....											
Guelph.....											
Hamilton.....	May '60	2.60(1)	2.75(1)	5	40	2		2	2	4%	
Kingston.....	Mar. '59	2.50		5	40	1½		2	2	(1 wk)	6
Kitchener.....	Apr. '60	2.55	2.60	5	40	1½		1½	1½	4%	7
Lakehead.....	Apr. '59	2.60		5	40	1½	2	2	2	4%	6
London.....											
Niagara Falls.....											
Oshawa.....	Aug. '60	2.75	2.85	5	40	1½		2	2	4%	8
Ottawa.....	Apr. '59	2.40		5	40	1½		2	1½	4%	7
Peterborough.....											
Sarnia.....											
St. Catharines.....											
Sudbury.....	Jan. '59	2.45		5	40	1½	2	2	2	4%	6
Toronto.....	Apr. '59	2.80(1)		5	40	1½		2	2	4%	
Windsor.....	Mar. '59	2.53(2)		5	40	2		2	2	4%	7
Manitoba											
Winnipeg.....	Apr. '59	2.50		5	40	1½	2	2	2	4%	8
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	2.40		5	40	1½	2	2	2	2 weeks	8
Saskatoon.....	Mar. '59	2.40		5	40	1½	2	2	2	2 weeks	8
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '60	2.50	2.60	5	40	1½	2	2	2(3)	4%	9
Calgary.....	Mar. '60	2.45	2.60	5	40	1½	2	1½	2	4%	9
Lethbridge.....											
British Columbia											
Vancouver.....	Mar. '60	2.70	2.85(4)	5	40	2		2	2	4%	9
Victoria.....	Mar. '60	2.65		5	40	1½	2	1½	2	4%	9

(1) Plus 8 cents per hour for welfare plan.

(2) Group life insurance, hospitalization and welfare contribution.

(3) Saturday work 25 miles outside Edmonton, optional and paid at single time.

(4) Plus 10 cents employer's contribution to Union's health and welfare plan.

Wage Rates—A comparison of the wage data in the tables with those published in February 1955 shows that all trades have gained substantial wage boosts in all localities over the past four years. Some idea of the over-all wage increases that have been

obtained in the last four years can be gained by examination of the two sets of wage ranges on page 187 for the eight trades in the 36 localities that are covered by both studies.

TABLE 7.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES
SHEET METAL WORKERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	A.M.	P.M.		
Newfoundland											
St. John's.....	May '60	1.89	1.94	5	45	1½	2	1½	1½		10
Corner Brook.....											
Nova Scotia											
Sydney.....											
Halifax.....	Apr. '60	1.77	1.84 ⁽¹⁾	5	40	1½	2	1½	2	(1 wk)	9
New Brunswick											
Saint John.....											
Moncton.....											
Quebec											
Chicoutimi.....		1.68		6	48	1½		1	1½	2%	9
Drummondville.....		1.60		5	48	1½		1½	1½	2%	10
Granby.....		1.85		5	40	1½		1½	1½	4%	10
Hull.....		2.30		5	40	1½	2	1½	1½	2%	5
Jonquière.....		1.68		6	48	1½		1	1½	2%	9
Montreal.....		2.10		5	40	1½	2	1½	2	4%	7
Québec.....		1.80		5	44	1½	2	1½	1½	2%	9
St. Jean.....		1.80		5½	44	1½		1	1½	2%	7
Shawinigan.....		1.75		5½	44	1½		1	1½	2%	9
Sherbrooke.....		1.85		5	40	1½		1½	1½	4%	10
Three Rivers.....		1.75		5½	44	1½		1	1½	2%	9
Valleyfield.....		2.10		5	40	1½	2	1½	2	4%	7
Ontario											
Belleville.....											
Brantford.....	July '59	2.09		5½	44	1½	2	1	1½	2%	8
Guelph.....											
Hamilton.....											
Kingston.....											
Kitchener.....	May '59	2.30		5	40	1½	2	2	2	4%	8
Lakehead.....											
London.....	Apr. '60	2.55 ⁽²⁾	2.75	5	40	2		2	2	4%	8
Niagara Falls.....											
Oshawa.....											
Ottawa.....	Apr. '60	2.45	2.60	5	40	1½	2	2	2	4%	8
Peterborough.....											
Sarnia.....											
St. Catharines.....											
Sudbury.....											
Toronto.....	Apr. '60	2.80 ⁽³⁾	3.15	5	40	2		2	2	4%	8
Windsor.....	Apr. '59	2.50		5	40	2		2	2	4%	7
Manitoba											
Winnipeg.....	Apr. '59	2.30		5	40	1½	2	1½	2	4%	9
Brandon.....											
Saskatchewan											
Regina.....	Apr. '59	2.16		5	40	1½		1½	1½	2 weeks	
Saskatoon.....	July '59	2.05		5	40	1½	2	1	2	(2-3 wks)	
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '59	2.60		5	40	1½	2	1½	2	(1-2 wks)	9
Calgary.....	May '59	2.45		5	40	1½	2	1½	2	(1-2 wks)	9
Lethbridge.....	June '59	2.30		5	40	1½	2	1½	2	4%	9
British Columbia											
Vancouver.....	Mar. '59	2.75		5	40	1½	2	1½	2	4%	9
Victoria.....	Mar. '60	2.65		5	40	1½	2	2	2	4 to 6%	9

(1) \$1.91 on May 1, 1960.

(2) \$2.65 on June 1, 1959.

(3) \$3.05 on May 1, 1959.

Except for Montreal, Quebec City and certain trades in Halifax, wage rates are lower in construction trades in Quebec and the Atlantic provinces than in the rest of Canada. Rates for Toronto, Vancouver and

Victoria are generally higher than in other centres. Detailed examination of the accompanying tables will reveal the wide variations that exist from city to city and from trade to trade in the same city.

TABLE 8.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR EIGHT CONSTRUCTION TRADES

LABOURERS

Locality	Termination Date of Agreement	Wage Rate per Hour (\$)		Standard Week		Overtime (Multiple of Regular Wage Rate)		Rate for Saturday work (Multiple of Regular Wage Rate)		Paid Vacation Weeks or Percentage of Earnings	Statutory Holidays (No. of Days)
		Jan. '59	Jan. '60	Days	Hours	Standard Overtime Rate	Overtime Rate After Specified Period	Rate for Saturday work (Multiple of Regular Wage Rate)			
								A.M.	P.M.		
Newfoundland											
St. John's.....											
Corner Brook.....											
Nova Scotia											
Sydney.....											
Halifax.....	Apr. '61	1.37	1.41 ⁽¹⁾	5	40	1½	2	1½	2	1 week	10
New Brunswick											
Saint John.....											
Moncton.....											
Quebec											
Chicoutimi.....		1.48		6	48	1½		1	1½	20%	9
Drummondville.....		1.20		5	48	1½		1½	1½	20%	10
Granby.....		1.35		5½	44	1½		1	1½	20%	9
Hull.....		1.10		5½	50	1½	2	1	1½	20%	5
Jonquière.....		1.48		6	48	1½		1	1½	20%	9
Montreal.....		1.50		5	45	1½		1½	2	40%	7
Québec.....		1.40		5	44	1½	2	1½	1½	20%	9
St. Jean.....		1.30		5½	50	1½		1	1½	20%	7
Shawinigan.....		1.35		6	48	1½		1	1	20%	10
Sherbrooke.....		1.35		5½	44	1½		1	1½	20%	9
Three Rivers.....		1.35		6	48	1½		1	1	20%	10
Valleyfield.....		1.50		5	45	1½		1½	2	40%	7
Ontario											
Belleville.....											
Brantford.....	May '59	1.35		5½	45	1½		1	1½	40%	8
Guelph.....											
Hamilton.....	Apr. '59	1.65		5	45	1½		1½	1½	40%	8
Kingston.....	Apr. '59	1.40		5	40	1½		1	1½	40%	6
Kitchener.....											
Lakehead.....											
London.....	Apr. '60	1.75 ⁽²⁾	1.85	5	42½	1½		2	2	40%	8
Niagara Falls.....											
Oshawa.....	Apr. '60	1.65	1.70	5	45	1½		1½	1½	40%	8
Ottawa.....	Apr. '59	1.30		6	48	1½		1	1	40%	7
Peterborough.....											
Sarnia.....											
St. Catharines.....											
Sudbury.....	Oct. '60	1.50		5	44	1½		1	1½	40%	7
Toronto.....	Apr. '60	1.70	1.85	5	45	1½		1½	1½	40%	8
Windsor.....	Mar. '59	1.86 ⁽³⁾		5	45	1½		1½	2	40%	8
Manitoba											
Winnipeg.....	Apr. '59	1.45		5½	48	1½		1	1½	40%	7
Brandon.....											
Saskatchewan											
Regina.....	Mar. '59	1.45		5½	44					(2-3 wks)	8
Saskatoon.....	Mar. '60	1.55	1.59	5	40	1½		1½	1½	2 weeks	8
Moose Jaw.....											
Alberta											
Edmonton.....	Mar. '59	1.60		5	40	1½	2	1½	1½	(1-2 wks)	9
Calgary.....	Mar. '59	1.65		5½	44	1½		1	1½	(1-2 wks)	9
Lethbridge.....	Dec. '59	1.55 ⁽⁴⁾		5½	44	1½		1	1½	(1-2 wks)	9
British Columbia											
Vancouver.....	Mar. '59	1.95 ⁽⁵⁾		5	40	2		1½	2	40%	9
Victoria.....	Mar. '59	1.95		5	40	1½	2	1½	2	(2 wks)	9

(1) \$1.45, May 1, 1960.

(2) \$1.65 to May 1, 1959.

(3) Includes 10 cents per hour contribution to Health Plan.

(4) \$1.45 to March 31, 1959.

(5) Plus seven cents per hour contribution to Health and Welfare Plan.

Range of Wages in the Construction Industry for 8 Trades in 36 Localities

1954-55		1958-59
1.30-2.25	Carpenters	1.55-2.68
1.50-2.41	Bricklayers	1.90-2.95
1.35-2.43	Electricians	1.55-3.10
1.35-2.35	Plumbers	1.55-2.95
1.25-2.12	Painters	1.45-2.60
1.50-2.40	Plasterers	1.75-2.80
1.30-2.35	Sheet Metal	1.55-2.80
.90-1.62	Labourers	1.10-1.95

In recent years, however, because of the nature of the construction projects in which they are participating, some unions are signing agreements that set down uniform wages and working conditions over a wide geographical area. Recently, for example, a nation-wide agreement setting minimum rates for 12,000 plumbers was signed by the Plumbers and Steamfitters and a group of 25 contractors engaged in oil refinery construction and other large projects across the country. This particular agreement set minimum rates at \$2.25 an hour for the four eastern provinces and at \$2.35 for the other provinces.

Standard Work Week*—Most of the agreements studied called for a five-day, 40-hour week with special clauses making further provision for work performed on week-ends or after scheduled hours. Time and a half or double time are the rates commonly specified for work on Saturday; Sunday work is generally compensated for at double time.

For overtime work performed after regular daily hours, many agreements specify time and a half for a certain period, followed by a higher rate, generally double time, for work performed thereafter.

Except in Newfoundland and Quebec, the five-day 40-hour week is standard throughout Canada for all eight trades studied. Although Montreal is generally on a 40-hour week, the work-week in the rest of the province of Quebec is either 44 or 48 hours and sometimes 50 hours for labourers in a few cities. Moreover, some trades in this province are on a 5½-day week during spring and summer and a six-day week the rest of the year.

Overtime Pay—Dual rates of pay for overtime work are now widespread in the construction industry. A first overtime rate, usually time and a half, is paid for a stated number of hours or up to a given hour in the evening, thereafter double time usually applies. There are some instances,

*By standard work week is meant the number of hours per week after which the employees of an establishment are considered to be working overtime.

however, particularly in Ontario and British Columbia, where double time is paid for all overtime work.

Work done on Saturday in centres where the five-day week prevails is usually remunerated at time and a half in the morning and double time in the afternoon. However, the instances where double time is paid all day Saturday have increased greatly since 1954. Double time for Sunday work applies in almost all the trades under study.

Paid Vacations—Most construction agreements provide that an employee shall be entitled to a percentage of his earnings as vacation pay, either 2 per cent of earnings (equivalent to an annual vacation of one week) or 4 per cent (equivalent to two weeks). In the last four years, the 4-per-cent vacation allowance has become practically universal in Ontario and the western provinces, but little change was noted in the 2-per-cent vacation provisions of the Quebec construction decree.

In the western provinces, a 4-per-cent vacation with pay allowance is mandatory under several of the provincial Vacation With Pay Acts. This fact often minimizes the importance of this item in collective bargaining.

In the eastern provinces, however, legislative provisions usually provide for only a minimum 2-per-cent annual vacation allowance. Very often, particularly in Ontario, this rate is raised to 4 per cent through individual collective bargaining.

(The bracketed figures in the "Paid Vacation" column of the accompanying tables indicate that no provision for vacations was included in the agreement, or that reference was made to the provincial legislation, and that the figures used are the actual legislative provision for the province.)

Because construction workers are frequently subject to seasonal layoff, to ensure equitable vacation benefits, a stamp system of vacation pay credits is in effect in Alberta, Manitoba, Ontario and Quebec. The employer affixes stamps in his employees' stamp books for each week worked; these stamps can be cashed at the time of vacation.

Statutory Holidays—The number of statutory holidays listed in agreements is generally seven or eight.

In a few instances the agreements provide that some of these days be paid for even though not worked. In almost every case, however, there is the stipulation that they be paid at the rate of double time if worked. In Quebec, nine or ten days is the usual figure listed under the "Statutory

Holiday" column but this figure includes certain religious holidays often paid for at single rate when worked.

Shift Work—Most of the agreements studied—nearly all those in Ontario and the West—contain special provisions for shift work.

Generally, the second shift, i.e., the first seven hours after the regular day, is paid for at the rate of eight hours pay for seven hours work. The third shift is either paid for at the rate of time and a half, or some shift differential ranging between 10 and 20 cents is added to the basic wage.

Most agreements state that a worker may work only one shift in any 24-hour period when shifts are being worked.

Health and Welfare—The survey shows an increasing appearance of health and welfare plans in these construction trade agree-

ments. Ontario and British Columbia showed the largest number of such plans, while Quebec and the Maritimes were almost completely without such provisions.

The plans vary widely in their provisions and no distinct pattern of their coverage could be established from the present survey. Usually, however, the employee's contribution to the expense of the plan is somewhere between 7 and 10 cents per hour worked by the employee (See footnotes at base of tables).

Allowances for Out-of-town Work—Some provision is usually made to cover any expenses for transportation, travelling time and/or room and board, should the employees be assigned to work outside prescribed limits established in the agreement. Most agreements studied, particularly those covering plumbers, sheet metal workers, electricians and painters, contain detailed out-of-town work provisions.

Wages of U.S. Building Trades Increased 15 Cents Last Year

An average increase of 15 cents an hour in union wage scales in the building trades in the United States between July 1957 and July 1958 is reported by the Bureau of Labor Statistics. This increase, which works out to 4.3 per cent, raised the combined rate for journeymen, labourers, and helpers in the industry to \$3.34 an hour.

Machinists and asbestos workers received the largest increases: 22 and 21 cents. Boilermakers, electricians, and sheet-metal

workers came next with 19 cents an hour; 17 other trades gained from 13 to 18 cents. Tile layers and composition roofers' helpers gained the least—10 cents an hour.

Rates for all journeymen averaged \$3.54 an hour, ranging from \$3.22 for glaziers to \$3.87 for bricklayers. Helpers' and labourers' rates averaged \$2.55 an hour, ranging from \$2.19 for composition roofers' helpers to \$2.89 for terazzo workers' helpers.

Proportion of U.S. Population in Labour Force Unchanged in 70 Years

The proportion of the population of the United States holding jobs today is the same as it was in 1890, it is concluded in a new study made by Dr. Clarence D. Long.

The study has been released by the National Bureau of Economic Research and was published by the Princeton University Press. Its title is *The Labor Force Under Changing Income and Employment*.

Neither a sharp rise in personal income over the last half century nor the influx of women into the labour force has changed the ratio, the study points out.

In 1950, slightly more than half of all U.S. persons were in the labour force. In 1890 the proportion of workers to non-workers was the same.

The personal income of individual workers has almost tripled in buying power in the U.S. since 1890, the study asserts. Yet this rate has not been balanced by net departures from the labour force. Similarly, the economic changes of the decade since World War II have not reduced the number of workers.

British Social Services Costs Rise .62 Per Cent in 10 Years

Taking current and capital expenditure together, costs to Britons to maintain a comprehensive system of social services have risen during the past 10 years by 62 per cent, only slightly less than the rise in the gross national product, 65 per cent.

Allowing for the rise in prices, the increase was in the neighbourhood of 25 per cent.

In the 1957-58 financial year expenditures were approximately £2,725 million.

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1959

The consumer price index (1949=100) edged downwards 0.1 per cent, from 126.2 to 126.1, between December 1958 and January 1959. It was the second successive drop from the peak of 126.3 reached in November 1958*.

The decline was largely due to January sale prices for clothing, combined with lower prices for 1958 model appliances. The food and shelter indexes recorded fractional increases; the other commodities and services component was unchanged.

The clothing index decreased 1.2 per cent from 110.5 to 109.2, as traditional January sale prices were reported for a wide range of items, particularly women's fur and winter coats, men's suits and overcoats, and girls' winter coats and snowsuits.

The household operation index declined from 122.0 to 121.8 as price decreases averaging about 4 per cent occurred for 1958 models of major appliances. Gas rates were lower in a few centres and reduced cotton sheets also reflected January sales. Prices increased for household cleaning supplies, coal and fuel oil. Telephone rates were up in British Columbia.

The food index remained almost unchanged at 122.3, up 0.1 per cent from 122.2. Substantially lower prices were reported for oranges and lettuce, with eggs, grapefruit, bananas, coffee, and lard also down. Beef continued its sharp climb, January prices averaging about 5 cents a pound above December levels. Most fresh vegetables were higher, particularly cabbage.

The shelter index rose from 139.9 to 140.2. Rents were unchanged but the home-ownership component moved up.

The other commodities and services index was unchanged at 133.4 as lower prices on 1959 model passenger cars balanced some local price increases for newspapers, taxi fares, and a scatter of other items.

The index one year earlier (January 1958) was 123.4. Group indexes at that time were: food 119.4, shelter 136.6, clothing 108.8, household operation 120.8, and other commodities and services 129.1.

City Consumer Price Indexes, December 1958

Consumer price indexes (1949=100) were lower in four regional cities between the beginning of November and December 1958, the Montreal, Toronto, Saskatoon-Regina and Edmonton-Calgary indexes all recording declines of 0.2 per cent. The Winnipeg and Vancouver indexes both rose 0.2 per cent; those for St. John's, Halifax, Saint John and Ottawa remained unchanged*.

Food indexes were lower in eight of the ten regional cities, unchanged in St. John's, and a fractional 0.1 per cent higher in Winnipeg. The shelter index rose in six regional cities and remained at November levels in the other four cities. Clothing indexes were higher in eight of the ten regional cities, unchanged in two. Household operation indexes were up in all regional cities except St. John's. Other commodities and services increased in five cities, were down fractionally in one city and were unchanged in the remaining four regional cities.

Regional consumer price index point changes between November and December were as follows: Montreal -0.3 to 126.9; Toronto -0.3 to 129.1; Saskatoon-Regina -0.3 to 122.7; Edmonton-Calgary -0.2 to 122.5; Vancouver +0.3 to 127.8; Winnipeg +0.2 to 124.0. St. John's, Halifax, Saint John and Ottawa remained unchanged at 112.6†, 124.3, 126.7 and 126.5 respectively.

U.S. Consumer Price Index, December 1958

The United States consumer price index (1947-49=100) declined 0.2 per cent from 123.9 at mid-November to 123.7 at mid-December. Except for increases to 123.9 at both mid-July and mid-November, the index has remained at 123.7 since last June. A year earlier, mid-December 1957, the index registered 121.6.

U.K. Index of Retail Prices, November 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose to a new peak of 109.8 between mid-October and mid-November 1958. At mid-October it was 109.4 and at mid-November 1957 it was 107.7.

*See Table F-1 at back of book.

†See Table F-2 at back of book.
†On base June 1951=100.

STRIKES AND LOCKOUTS

December 1958

Of the 31 work stoppages in progress in Canada during December* only five began in the month.

Among those carried over from previous months was a strike of 12,500 Inco employees, which caused the bulk of the time loss during December. However, this stoppage, one of the largest disputes of the year, ended on December 26 after lasting for two months and causing a total time loss of close to 700,000 man-days. None of the other disputes in progress during the month resulted in a time loss exceeding 10,000 man-days.

Beginning late in December, a strike of CBC producers in Montreal at first involved 74 producers, members of the *CCCL Association des Réalisateurs*, and later made idle a total of 1,700 CBC employees when members of other unions respected the picket line set up by the Association. The major issue in this dispute was the recognition of the producers' association as a bargaining agent.

Of the 31 work stoppages recorded during December, 13 involved more than a hundred workers. Ten of these thirteen larger work stoppages had begun prior to December, and three arose out of disputes during the month.

A time loss of close to 200,000 man-days—more than three quarters of the December total—was reported from Ontario, where the large Inco dispute was in progress late into the month. Work stoppages were reported from several other provinces but only in British Columbia did the number of man-days lost exceed the 20,000 mark. Most of the workers involved in work stoppages in this province were

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during December 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

employees of sawmill and logging camps in the Kootenay area.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December amounted to 0.24 per cent of the estimated working time, compared with 0.28 per cent in November, and 0.15 per cent in December 1957.

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, DECEMBER 1958

Industry	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Logging	1	1,360	1,360
Mining	1	12,500	187,500
Manufacturing	17	1,848	40,405
Construction	4	427	9,260
Transportation, Storage and Communication ...	5	1,945	4,090
Trade	2	35	325
Service	1	14	165

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, DECEMBER 1958

Province	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Newfoundland	1	1,360	1,360
Nova Scotia	2	169	3,585
Quebec	5	2,147	11,575
Ontario	13	12,929	196,785
Alberta	2	399	8,775
British Columbia ..	8	1,125	21,025

Work Stoppages in 1958

There were 260 work stoppages arising from industrial disputes in 1958 compared with 245 in 1957; time loss was somewhat higher and more workers were involved in 1958 than in 1957, according to a preliminary summary of strikes and lockouts released last month.

The 260 work stoppages in 1958 involved 107,497 workers and a time loss of 2,879,120 man-working days. This compares with 245 stoppages involving 86,198 workers and a time loss of 1,607,180 days in 1957. The peak postwar year for time loss was 1946, when there were 228 stoppages involving 139,474 workers and a total time loss of 4,516,393 man-working days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in 1958 amounted to 0.24 per cent of the estimated working time compared with 0.14 per cent in 1957.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOR GAZETTE.

List No. 125.

Accidents

1. CALIFORNIA. DIVISION OF INDUSTRIAL SAFETY. *Construction Safety Orders, Trench Construction Safety Orders, and Lamp Scaffold and Parallel Safety Orders*. Reprinted from California Administrative Code, Title 8, Industrial Relations. San Francisco, 1952. 1 Volume.

2. GREAT BRITAIN. MINISTRY OF POWER. *Winding Accident at Brookhouse Colliery, Yorkshire; Report on the Causes of, and Circumstances attending, the Overwind which occurred at Brookhouse Colliery, Beighton, Yorkshire, on 4th March, 1958*, by A. E. Crook, H.M. Principal Inspector of Mechanical Engineering. London, H.M.S.O., 1958. Pp. 24.

An investigation of an accident resulting in injuries to 36 miners.

3. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Work-Injury Rates in Hospitals*. Washington, G.P.O., 1958. Pp. 56.

Based on a survey of 4,680 establishments employing about 838,000 hospital workers.

Apprenticeship

4. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *A Comparison of Building Industry Apprenticeships in the U.S.A. and Western Australia*, by Norman F. Dufty. Urbana, 1958. Pp. 11.

The author is head of the Department of Management Studies at Perth Technical College in Western Australia.

5. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Planned Training, Your Future Security*. Washington, G.P.O., 1958. Pp. 8.

Disabled—Rehabilitation

6. DUNLOP, EDWARD. *Rehabilitation for the Disabled in Canada; a Plan for National Action*. Toronto, 1958. Pp. 26.

The author advocates the adoption of a Disabled Persons Rehabilitation Act by the Federal Government in Canada so that a comprehensive nation-wide rehabilitation program can be set up.

7. U.S. WOMEN'S BUREAU. *Help for Handicapped Women*. Prepared in co-operation with U.S. Office of Vocational Rehabilitation. Washington, G.P.O., 1958. Pp. 52.

Deals with services and activities of the vocational rehabilitation program provided by State agencies.

Economic Conditions

8. MOORE, GEOFFREY HOYT. *Measuring Recessions*. New York, National Bureau of Economic Research, 1958. Pp. 259-316.

'The purpose of this report is to provide a set of measurements of past business cycle recessions with which any current recession can be compared.'

9. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in Africa, 1956-1957. Supplement to World Economic Survey, 1957*. New York, 1958. Pp. 84.

10. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in the Middle East, 1956-1957. Supplement to World Economic Survey, 1957*. New York, 1958. Pp. 163.

11. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *The Economic Development of Colombia*. Geneva, United Nations, Dept. of Economic and Social Affairs, 1957, i.e. 1958. Pp. 454. ffl

12. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Federal Expenditure Policy for Economic Growth and Stability. Hearings before the Subcommittee on Fiscal Policy of the Joint Economic Committee, Congress of the United States, 85th Congress, First Session, pursuant to Sec. 5 (a) of Public law 304, 79th Congress*. November 18-27, 1957. Washington, G.P.O., 1958. Pp. 663.

The hearings were held to consider a number of current Federal spending programs in the U.S. and to determine the proper role of government in a private enterprise economy.

Education

13. CANADA. BUREAU OF STATISTICS. *Salaries and Qualifications of Teachers in Universities and Colleges, 1957-1958*. Ottawa, Queen's Printer, 1958. Pp. 74.

14. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *Annual Report, 1957-1958*. Toronto, 1958. Pp. 63.

15. CANADIAN CONFERENCE ON EDUCATION, OTTAWA, 1958. *Addresses and Proceedings of the Canadian Conference on Education held at Ottawa, February 16-20, 1958*. Edited by George G. Croskery and Gerald Nason. Ottawa, Mutual Press, 1958. Pp. 591.

The Conference consisted of three plenary sessions and workshops on the following topics: buildings and equipment, education for leisure, financing education, higher education, organization and curricula, the role of the home in education, special needs in education, and teachers: quantity and quality.

16. COOK, ALICE HANSON. *Labor Education outside the Unions; a Review of Postwar Programs in Western Europe and the United States*, by Alice H. Cook and Agnes M. Douty. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1958. Pp. 148.

Examines labor education carried on by groups other than the unions themselves; for example, the Workers' Educational Association in Great Britain. Discusses organizations in Great Britain, Sweden, Germany, France, Austria, Belgium, Denmark, Italy, Norway, Switzerland, and the United States. Also mentions the work of some governmental and non-governmental international agencies.

17. NATIONAL UNIVERSITY-LABOUR CONFERENCE ON EDUCATION AND CO-OPERATION. 1ST, OTTAWA, 1956. *Labour-University Cooperation on Education; a Report on the National Conference on Labour Education sponsored by the Canadian Labour Congress and the Canadian Association for Adult Education held at Ottawa December 15 to 17, 1956*. Ottawa, Canadian Labour Congress, Education Department, 1957. Pp. 58.

18. UNITED NATIONS. SUB-COMMISSION ON PREVENTION OF DISCRIMINATION AND PROTECTION OF MINORITIES. *Study of Discrimination in Education*, by Charles D. Ammoun, Special Rapporteur. New York, United Nations, 1957, i.e. 1958. Pp. 182.

Efficiency, Industrial

19. BRITISH PRODUCTIVITY COUNCIL. *Cutting Costs for Productivity: Work Study; Production Control; Costing; Quality Control; Variety Reduction; Shift Work; the Team Approach*. London, 1958. Pp. 76.

20. BRITISH PRODUCTIVITY COUNCIL. *Work Study in the West; an Enquiry into the Work of the Department of Work Study and Staff Training of the Engineering and Allied Employers' West of England Association*. London, 1958. Pp. 30.

21. EUROPEAN PRODUCTIVITY AGENCY. *Simplification, Standardization, Specialization. Volume 1. Case Studies on Variety Reduction*. Project No. 184. Paris, O.E.E.C., 1958. Pp. 117.

A description of nine cases in which increased productivity was brought about by simplification, standardization or specialization. The firms cited are engaged in manufacturing light electrical equipment for automobiles, sugar confectionery, light electrical equipment for domestic and industrial uses, mechanical, pneumatic and electrical equipment, railway equipment, glass bottles, beds and mattresses, packaging of shoes, and bicycles.

22. TRADE UNION IN SEMINAR ON AUTOMATION, LONDON, 1956. *Trade Union Seminar on Automation, London, 14th-17th May, 1956*; Final Report. E.P.A. Project No. 175/2. Paris, Trade Union Research and Information Service, European Productivity Agency, O.E.E.C., 1957. Pp. 120.

Partial Contents: Automation in the Renault Works (France—Motor Industry). Automation in the British Glass Industry. The Development of Automation in the Administrative Techniques of the S.N.C.F. (Societe Nationale des Chemins de Fer Francais). Economic and Social Problems. Trade Unions and Automation. Practical Approaches to the Problems raised by Automation.

23. U.S. SMALL BUSINESS ADMINISTRATION. *Improving Materials Handling in Small Plants*. 2d ed. Prepared by technical specialists in private industry. Washington, 1954. Pp. 42.

Materials handling, the term applied to the picking up and moving of things, accomplishes the necessary movement with a minimum of time, labor, waste, and cost.

Foremanship

24. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Supervisory Selection Procedure*. Washington, 1958. Pp. 14.

Data submitted by 140 executives showed that some 90 per cent of them obtain three-fifths or more of supervision from the ranks, and about one-sixth promote entirely from within the company.

25. NATIONAL INSTITUTE OF INDUSTRIAL PSYCHOLOGY, LONDON. *The Place of the Foreman in Management, Seven Case Studies*. London, Staples Press, 1957. Pp. 143.

The seven studies reported in the book were made between 1954 and 1955 in an electrical engineering works, a woollen firm, a firm manufacturing light vehicles, a dyeing and cleaning plant, a steel plant and two clothing firms. The studies describe the responsibilities of the supervisors, their relations with other branches of management, and how they feel they fit into their organizations.

Industrial Disputes

26. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Industrial Disputes in Australia*. Canberra, Government Printer, 1958. Pp. 26.

Analysis of industrial disputes between 1913 and 1957.

27. CALIFORNIA. STATE MEDIATION SERVICE. *The Adjustment of Labor-Management Disputes in California, 1957. Tenth Annual Report*. San Francisco, 1958. Pp. 37.

28. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Work Stoppages, 1957*. Washington, G.P.O., 1958. Pp. 35.

There were fewer work stoppages (3,673) in the U.S. in 1957 than any year since World War II.

Industrial Relations

29. AMERICAN MANAGEMENT ASSOCIATION. *Problems and Practices in Industrial Relations*. New York, c1958. Pp. 155.

Partial Contents: Is Human Relations Obsolete? Personnel Planning pays Dividends (A Presentation by Mead Johnson & Company). Organizing and auditing Your Employee Compensation Activities. Salary Administration at Carborundum: a Case Study. A Job Evaluation Plan for Clerical, Technical, and Supervisory Positions. Employee Relations as an Aid to Public Relations. When Your Company moves. What's Wrong with College Recruiting?

30. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Collective Bargaining and Management Functions: an Empirical Study*, by Milton Derber, W. Ellison Chalmers, and Ross Stagner. Urbana, 1958. Pp. 107-120.

A summary and analysis of certain findings of a survey of 51 establishments in Illinois communities concerning the extent to which collective bargaining has actually affected the management function.

31. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Environmental Variables and Union-Management Accommodation*, by Milton Derber, W. Ellison Chalmers, and Ross Stagner. Urbana, 1958. Pp. 413-428.

A comparison of five types of union-management relationship with 15 selected environmental factors, with an attempt to assess the relationship between them.

32. INTERNATIONAL LABOUR OFFICE. *Collaboration between Public Authorities and Employers' and Workers' Organizations at the Industrial and National Levels*. Pt. 1. Eighth item on the agenda. Geneva, 1958. Pp. 72.

At head of title: Report 8 (1) International Labour Conference. 43rd session, 1959.

Labour Bureaus

33. NORTHERN RHODESIA. DEPARTMENT OF LABOUR. *Annual Report for the Year 1957*. Lusaka, Government Printer, 1958. Pp. 70.

34. SOUTH AFRICA. DEPARTMENT OF LABOUR. *Report for the Year ended December 31, 1957*. Pretoria, Government Printer, 1958. Pp. 17.

Labour Laws and Legislation

35. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws*. June, 1958. Ottawa, Queen's Printer, 1958. Pp. 43.

36. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Fair Labor Standards Act. Hearings before the Subcommittee of the Committee on Education and Labour, House of Representatives, 85th*

Congress, First Session on Bills relating to extension of coverage of the Fair labor standards acts . . . Washington, G.P.O., 1957. 2 Parts.

Hearings held March 5-Nov. 22, 1957 in various cities.

The hearings concern further extension of the minimum wage in the U.S.

37. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *A Guide to Child-Labor Provisions of the Fair Labor Standards Act (The Federal Wage and Hour Law)*. Rev. ed. Washington, G.P.O., 1958. Pp. 23.

Labour Organization

38. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Union Shop and the Public Welfare. Proceedings of the Second Annual Industrial Relations Conference of the Industrial Union Department, AFL-CIO, New York, N.Y., June 17-18, 1958*. Washington, 1958. Pp. 99.

39. CALIFORNIA. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California; a Report on Union Membership in California, Provisions in Union Agreements: Union Security, Preferential Hiring, Hiring Hall, Checkoff*. San Francisco, California State Printing Office, 1958. Pp. 38.

40. DONAHUE, GEORGE R. *The World Federation of Trade Unions: Facts about a Communist Front*. With an introduction by James B. Carey. Washington, International Union of Electrical, Radio & Machine Workers, 1958. Pp. 81.

A brief history of the World Federation of Trade Unions, describing how it was taken over by the Communists.

41. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Union Business Agent's Perspective of His Job*, by Hjalmar Rosen and R. A. Hudson. Urbana, 1958. Pp. 49-58.

After a survey of the work of 21 business agents the authors report that the individual business agent sees his job as that of a contract negotiator who tries to keep on good terms with his members and have their support in order to get results at the bargaining table.

42. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNIONS. *Proceedings of the Tenth Congress held at Stuttgart on July 42, 25 and 26, 1957*. Amsterdam, 1958. Pp. 68.

43. JAPAN. FEDERATION OF EMPLOYERS' ASSOCIATIONS. *Labor Movement in Japan*. Tokyo? 1958. Pp. 21.

Contents: The Development of Labor Management in Japan. The Present Status of the Japan Communist Party and its Influence on the Labor Movement. Characteristic Features of the Japanese Labor Movement. Current Principal Labor Problems. Government Labour Policy. Social Security System in Japan.

44. NEW BRUNSWICK FEDERATION OF LABOR, C.L.C. *Official Proceedings of the First Merged Convention, Fredericton, N.B., August 26, 27, 28, 1957.* St. John, 1957. Pp. 93.

45. PICARD, GERARD. *Trade Union Freedom and Labour Unity in Canada; Report of the National President of the C.C.C.L., September 1958.* Quebec, 1958. Pp. 40.

46. RICHBERG, DONALD RANDALL. *Labor Union Monopoly, a Clear and Present Danger.* Chicago, H. Regnery Co., 1957. Pp. 175.

The author played an important part in drafting and obtaining the passage of the Railway Labor Act of 1926. He claims that "the greatest concentrations of political and economic power are found in the...labor organizations and in their...managers."

47. UNITED FISHERMEN AND ALLIED WORKERS UNION. *Fourteenth Annual Convention, Resolutions and Summary of Proceedings, March 14-22, 1958, Vancouver, B.C.* Vancouver, 1958. Pp. 109.

Labour Supply

48. CANADA. BUREAU OF STATISTICS. *The Labour Force, November 1945-July 1958.* Ottawa, Queen's Printer, 1958. Pp. 190.

49. JAPAN. PRIME MINISTER'S OFFICE. BUREAU OF STATISTICS. *Employment Status Survey as of July 1, 1956.* Tokyo, 1958. Pp. 68.

A survey of employment and unemployment in Japan among the population, fourteen years of age and over.

Labouring Classes

50. FOX, RICHARD MICHAEL. *Jim Larkin; the Rise of the Underman.* London, Lawrence and Wishart, 1957. Pp. 183.

The biography of a prominent Irish labour leader who died in 1947.

51. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories for the Year 1957.* London, H.M.S.O., 1958. Pp. 91.

52. INTERNATIONAL LABOUR OFFICE. *Conditions of Work of Fishermen.* Part 1. Fifth item on the agenda. Geneva, 1958. Pp. 36.

At head of title Report 5. (1) International Labour Conference 43rd session, 1959.

"The purpose of the present report is to transmit to governments for amendment or comment the following texts based on the proposals adopted by the Conference at its 42nd Session: (A) A proposed Convention concerning the minimum age for admission of fishermen to employment; (B) A proposed Convention concerning the medical examination of fishermen; and (C) A proposed Convention concerning fishermen's articles of agreement."

53. INTERNATIONAL LABOUR OFFICE. *Organisation of Occupational Health Services in Places of Employment.* Part 1. Fourth item on the agenda. Geneva, 1958. Pp. 18.

At head of title: Report 4 (1). International Labour Conference. 43rd session, 1959.

This report transmits the draft text of a Recommendation to member governments for amendments or comments, along with background material.

54. INTERNATIONAL LABOUR OFFICE. *Protection of Workers against Radiations.* Part 1. Sixth item on the agenda. Geneva, 1958. Pp. 56.

At head of title: Report 6 (1). International Labour Conference. 43rd session, 1959.

55. PHILIP, DAVID. *Le mouvement ouvrier en Norvège.* Paris, Editions ouvrières, 1958. Pp. 363.

A survey of the Norwegian labour movement from the 19th century to date, including the history of the Norwegian Labour Party.

56. SCOTLAND. COMMITTEE ON DILIGENCE. *Report.* Edinburgh, H.M.S.O., 1958. Pp. 110.

Diligence is defined as "the legal procedure by which a creditor attaches the property or person of his debtor, with the object of forcing him either (1) to appear in court to answer an action at the creditor's instance, or (2) to find security for implement of the judgment which may be pronounced against him in such an action, or (3) to implement a judgment already pronounced."

The Committee was set up "to inquire into the operation of the present law and practice of diligence in Scotland and to make recommendations for its improvement..."

Occupations

57. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Merchant Navy Officers.* 2d ed. London, H.M.S.O., 1958. Pp. 48.

Describes life at sea, the work of an officer, entry and training, conditions of employment, pay and prospects.

58. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Speech Therapist.* 2d. ed. London, H.M.S.O., 1958. Pp. 12.

Briefly describes the work of the speech therapist, the personal qualities needed, educational qualifications and professional training, and openings and salaries.

59. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Housing Management.* Rev. ed. London, H.M.S.O., 1958. Pp. 20.

"A housing manager is responsible for the administration of housing estates, both from the business and from the social service point of view." Describes the work of a housing manager, the qualifications and training required, professional opportunities.

60. INTERNATIONAL LABOUR OFFICE. *Report to Participating Governments on the Asian Regional Seminar on Vocational Guidance, Including Employment Counselling, New Delhi, India, November-December, 1957.* Geneva, 1958. Pp. 155.

At head of title: ILO/TAP/AFE/R.3. International Labour Office. Expanded programme of technical assistance.

Prices

61. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Defense against Inflation; Policies for Price Stability in a Growing Economy.* A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1958. Pp. 96.

The pamphlet states that a major source of inflation is the illusion that "we can get more out of the economy than we produce."

62. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices and Price Indexes, 1957.* Washington, G.P.O., 1958. Pp. 202.

Statistics

63. GERMANY (FEDERAL REPUBLIC, 1949-) STATISTICAL OFFICE. *Seasonal and Other Recurrent Influences on Short-Term Economic Indicators.* Stuttgart, W. Kohlhammer, 1958. Pp. 14.

64. GERMANY (FEDERAL REPUBLIC, 1949-) STATISTICAL OFFICE. *The Statistical Unit in Economic Statistics.* Stuttgart, W. Kohlhammer, 1958. Pp. 34.

Wages and Hours

65. KINGSTON, ONT. QUEEN'S UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Productivity and Wages*, by James C. Cameron and F. J. L. Young, Kingston, 1958. Pp. 33.

The authors suggest the establishment of an Index of Productivity by the government. They believe that such an Index of Productivity and the Consumer Price Index could act as outlets in determining increases in wages.

66. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trades, July 1, 1957 and Trend 1907-57.* Washington, G.P.O., 1958. Pp. 49.

The information in this report was based on a survey of about 665,000 journeymen and 165,000 helpers and laborers in 52 cities with populations of 100,000 or more.

67. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local Transit Operating Employees, July 1, 1957 and Trend 1929-57.* Washington, G.P.O., 1958. Pp. 11.

Based on union wage scales in effect on July 1, 1957, covering about 70,000 local-transit operating employees in 52 cities with a population of 100,000 or over.

68. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure: Electric and Gas Utilities.* Washington, G.P.O., 1958. Pp. 92.

"...Summarizes wage and supplementary practice information for privately operated electric and gas utility systems in September 1957."

69. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Fertilizer Manufacturing, South, April 1957.* Washington, G.P.O., 1958. Pp. 44.

Based on a study of 183 plants with a total of 12,398 workers. Includes occupational descriptions.

70. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Southern Sawmills, April 1957.* Washington, G.P.O., 1958. Pp. 44.

The southern sawmill is one of the lowest paying industries in the U.S.

Women

71. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *Report of the Tenth Conference held in Paris, August 19 to 23, 1957.* Charlottenlund, Denmark, 1957. Pp. 107.

72. U.S. WOMEN'S BUREAU. *College Women go to work: Report on Women Graduates, Class of 1956*, prepared in cooperation with National Vocational Guidance Association, Women's Section. Washington, G.P.O., 1958. Pp. 41.

In June 1956 there were 87,234 women graduates of whom 5,411 participated in this survey. These are some of the conclusions:

1. Most of the graduates were in jobs for which they received training;
2. The average starting salary was \$3,446;
3. About three-quarters of the graduates were employed six months after graduation;
4. About 69% of the married graduates were working;
5. About three-quarters of the graduates were employed in five occupations as teachers, secretaries and stenographers, nurses, biological technicians, and social and welfare workers.

73. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women in Legal Work.* Washington, G.P.O., 1958. Pp. 34.

Outlines the growing opportunities for women in legal work either in self-employment, Government employment, in private industry, and in services to the legal profession (as law teachers, editors and writers for law publications, law librarians, or executive secretaries of bar associations for example).

74. WOMEN'S ENGINEERING SOCIETY. *Report on Conference, "Careers for Girls in Engineering" held at the City of Coventry Training College on 13/14th July, 1957.* London, 1957. Pp. 73.

Speakers discussed openings for girls in textile engineering, electrical engineering, in the aircraft industry, in government service, in civil engineering, and in industrial research and development, etc.

Miscellaneous

75. EUROPEAN PRODUCTIVITY AGENCY. *Some Aspects of Consultant Engineering in the United States.* Project No. 357. Paris, O.E.E.C., 1958. Pp. 116.

Representatives from seven European countries visited the U.S. in 1956 to study the working methods and conditions of American

consulting engineers. The members of Mission 357 devoted most of their attention to civil engineering (roads and buildings), thermal and hydro power plant design and construction and management consultants.

76. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Executive Personality and Psychological Testing*, by Stanley Stark. Urbana, 1958. Pp. 15.

The author argues that personality testing of business executives has some merit despite what William H. Whyte, Jr., in his book "The Organization Man," says to the contrary.

77. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Sources of Popular Support for the Italian Christian Democratic Party in the Post-war Decade*, by Murray Edelman. Urbana, 1958. Pp. 143-159.

Discusses the elements which constitute the support of the Italian Christian Democratic Party in elections since 1946.

78. INTERNATIONAL LABOUR OFFICE. *The Cost of Social Security, 1949-1954*. Geneva, 1958. Pp. 201.

Contains statistical information on the financial operations of the national social security systems of thirty-two countries, and incomplete data of eleven other countries.

79. INTERNATIONAL WORKING CONFERENCE OF DIRECTORS AND SENIOR OFFICERS OF AGRICULTURAL ADVISORY SERVICES IN MEMBER AND ASSOCIATE COUNTRIES, PARIS, 1957. *Agricultural Advisory Services in Europe and North America, 1957; Report*. Project No. 395/A. Paris, European Productivity Agency of the O.E.E.C., 1958. Pp. 166.

80. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Contributions. III. Policies and Procedures*, by John H. Watson. New York, c1958. Pp. 88.

"One hundred-and-eighty companies, representing both manufacturing and non-manufacturing organizations, contributed \$38.3 millions in 1955 to health, welfare, educational, scientific, and religious agencies."

81. NEW ZEALAND. STANDARDS COUNCIL. *Report for the Year ended 31 March 1958*. Wellington, Government Printer, 1958. Pp. 27.

82. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Energy in Latin America*. Geneva, United Nations, Department of Economic and Social Affairs, 1957. Pp. 268.

Cover title: Energy development in Latin America.

83. UNITED NATIONS. STATISTICAL OFFICE. *Handbook of Population Census Methods*. Rev. ed. New York, 1958. 2 Volumes.

Contents: v. 1. General Aspects of a Population Census. v. 2. Economic Characteristics of the Population.

Volume 1 covers such topics as "utility and modern conception of a population census, census planning and scope, census legislation, budget and organization, census work prior to the enumeration, the enumeration, post-enumeration work, and applications of statistical sampling to population censuses."

Volume 2 covers such topics as relationship between census data on economic activity and questions of economic development, the economically active according to their characteristics, selected enumeration and processing procedures for the economically active population, and inter-relationships of various types of data on economic characteristics."

Dominion Bureau of Statistics Publications

Since the beginning of the year, the Dominion Bureau of Statistics—in co-operation with the Queen's Printer—has had in effect a new scale of prices and subscription rates for Bureau publications that is designed to bring them into line with present costs of paper and presswork.

The Bureau, also, has discontinued the practice of allowing generous discounts on subscriptions for its "All Reports" and "All Memoranda" services and for "All Reference Papers". With the increase in the number of Bureau publications and the boost in their production costs, it will be necessary in future to charge subscribers the full list price for all publications ordered.

The new regulations will not apply to those who had placed orders before December 31, 1958 for publications that do not appear until 1959, nor to those whose contracts expire after December 31, 1958 but whose orders were effective before that date.

For their convenience in reviewing their subscriptions and to ensure them continuity of service, the Information Services Division of the Bureau will mail to those subscribing to large numbers of Bureau publications, before expiry of their subscription, a new subscription order form containing the titles and prices of all Bureau publications.

Use of the new subscription form will act as a safeguard against errors in orders arising from similarities of titles, and its return before a subscription runs out will ensure uninterrupted delivery of the publications wanted.

A new catalogue of current Bureau publications, possessing cataloguing features designed to facilitate ordering as well as filing publications by catalogue numbers and containing the new prices, is now being readied for distribution. It will be sent to all larger subscribers and copies will be available to others on request.

LABOUR STATISTICS

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A—Labour Force

Note—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census: consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 15, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes	6,134	118	437	1,735	2,254	1,035	555
Agricultural	666	*	51	146	171	276	20
Non-Agricultural	5,468	116	386	1,589	2,083	759	535
Males	4,613	99	338	1,314	1,658	786	418
Agricultural	628	*	49	141	157	260	19
Non-Agricultural	3,985	97	289	1,173	1,501	526	399
Females	1,521	19	99	421	596	249	137
Agricultural	38	*	*	*	14	16	*
Non-Agricultural	1,483	19	97	416	582	233	136
All Ages	6,134	118	437	1,735	2,254	1,035	555
14—19 years	559	15	47	206	170	86	35
20—24 years	770	18	55	252	259	125	61
25—44 years	2,863	53	183	797	1,079	477	274
45—64 years	1,715	29	131	430	659	302	164
65 years and over	227	*	21	50	87	45	21
<i>Persons with Jobs</i>							
All status groups	5,773	92	403	1,605	2,154	1,001	518
Males	4,300	74	306	1,201	1,574	759	386
Females	1,473	18	97	404	580	242	132
Agricultural	652	*	48	142	167	274	19
Non-Agricultural	5,121	90	355	1,463	1,987	727	499
Paid Workers	4,663	76	318	1,337	1,829	660	443
Males	3,327	60	233	964	1,298	449	323
Females	1,336	16	85	373	531	211	120
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes	361	26	34	130	100	34	37
<i>Persons not in the Labour Force</i>							
Both Sexes	5,301	148	450	1,490	1,771	922	520
Males	1,094	40	99	279	332	214	130
Females	4,207	108	351	1,211	1,439	708	390

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

Source: DBS Labour Force Survey

	Week Ended November 15, 1958		Week Ended October 18, 1958		Week Ended November 16, 1957	
	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾	Total	Seeking Full-time Work ⁽¹⁾
Total looking for work.....	387	372	340	326	321	305
Without Jobs.....	361	348	313	301	296	283
Under 1 month.....	120	—	103	—	129	—
1— 3 months.....	143	—	118	—	115	—
4— 6 months.....	48	—	44	—	32	—
7—12 months.....	33	—	32	—	13	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	26	24	27	25	25	22
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	18	17	19	18	19	17

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

Source: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1957 1st nine months.....	4,425	47,005	126,737	32,680	33,419	244,266	138,221
1958 1st nine months.....	2,768	22,611	50,559	13,258	10,935	100,131	50,114

⁽¹⁾ Total includes 3,883 whose destination is not specified.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

Source: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1957 1st nine months.....	14,882	14,831	4,920	5,850	14,034	9,897	2,375	50,055	18,253	578	135,675
1958 1st nine months.....	6,882	5,767	1,053	1,862	8,889	4,432	442	15,342	7,451	335	52,455

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹					Total ¹	
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services including Govern- ment)		Supple- mentary Labour Income
1953—Total . . .	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total . . .	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total . . .	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total . . .	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total . . .	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1957—Nov.	46.2	410.4	140.6	88.0	290.4	65.7	592.5	1,105.7	163.6	1,244.6
Dec.	45.7	386.1	134.3							1,294.8
1958—Jan.	46.0	381.9	103.3							1,267.8
Feb.	46.5	385.5	132.2	64.7	229.1	65.2	467.1	1,044.0	163.5	1,277.1
Mar.	45.8	389.8	130.3							1,283.2
Apr.	43.9	392.3	134.6							1,304.0
May	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June	45.6	404.9	143.1							1,384.5
July	45.0	402.1	145.7							1,382.1
Aug.	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.	44.5	404.0	143.4							1,405.3
Oct.	43.2	400.0	142.9							1,389.8
Nov.	43.1	401.7	142.0							1,385.5

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,728,511.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1953—Average	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
Nov. 1	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
Oct. 1	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
Nov. 1	120.0	199.0	165.2	70.99	110.1	184.9	166.8	73.32

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding:			Pay period preceding:		
	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957
(a) PROVINCES						
Newfoundland.....	130.4	132.3	138.8	62.03	63.02	61.42
Prince Edward Island.....	126.4	124.6	126.2	51.34	50.78	49.32
Nova Scotia.....	99.9	99.7	100.8	57.90	58.65	56.79
New Brunswick.....	100.3	102.7	103.1	58.37	58.84	57.65
Quebec.....	120.6	120.8	126.0	68.18	68.18	65.83
Ontario.....	119.3	122.2	125.5	73.83	73.41	71.78
Manitoba.....	111.8	112.7	113.9	67.86	67.69	64.38
Saskatchewan.....	132.7	135.9	132.1	68.54	69.29	66.37
Alberta (including Northwest Territories).....	154.4	159.5	155.3	73.85	73.83	70.19
British Columbia (including Yukon).....	118.3	120.5	126.2	77.08	76.47	74.62
Canada.....	120.0	121.9	125.2	70.99	70.85	68.79
(b) METROPOLITAN AREAS						
St. John's.....	133.2	135.2	131.4	51.38	50.60	49.53
Sydney.....	91.8	92.6	93.1	72.22	74.84	73.52
Halifax.....	115.8	114.2	117.3	57.22	57.58	54.15
Saint John.....	94.9	92.6	95.8	55.77	55.44	52.01
Quebec.....	110.9	107.7	113.8	58.42	59.47	57.43
Sherbrooke.....	100.5	100.7	106.6	58.45	57.69	56.16
Three Rivers.....	116.8	116.3	118.8	66.08	66.04	63.26
Drummondville.....	76.8	75.3	76.2	59.56	59.57	57.82
Montreal.....	123.4	123.7	127.2	69.80	69.67	66.77
Ottawa—Hull.....	125.5	125.9	122.9	65.56	65.40	62.04
Peterborough.....	98.2	97.6	103.9	77.81	78.54	75.48
Oshawa.....	166.2	163.3	172.3	75.47	86.05	86.27
Niagara Falls.....	105.4	117.9	123.3	75.87	75.39	76.85
St. Catharines.....	106.1	113.6	121.7	78.30	77.39	78.40
Toronto.....	132.0	132.5	133.4	74.85	74.51	71.53
Hamilton.....	96.6	97.1	114.5	76.02	75.93	75.62
Brantford.....	89.3	88.0	87.9	68.89	67.25	64.32
Galt.....	111.8	112.1	114.6	64.04	64.01	60.89
Kitchener.....	118.7	117.9	118.7	67.77	66.84	64.42
Sudbury.....	49.2	115.5	145.1	80.61	52.42	85.15
London.....	123.2	122.2	122.0	67.87	67.36	64.26
Sarnia.....	124.8	120.6	139.2	90.67	89.67	86.06
Windsor.....	79.0	80.6	91.3	78.55	76.69	76.31
Sault Ste. Marie.....	148.8	148.8	138.0	89.36	87.85	85.65
Ft. William—Pt. Arthur.....	115.1	118.0	125.5	72.73	72.33	71.85
Winnipeg.....	110.7	110.8	110.6	64.74	64.56	61.29
Regina.....	128.7	127.2	129.5	64.59	65.15	63.06
Saskatoon.....	138.1	138.7	137.1	65.60	65.92	60.80
Edmonton.....	187.3	187.2	187.2	69.54	70.26	66.14
Calgary.....	164.5	165.4	159.9	68.47	68.73	65.62
Vancouver.....	117.0	117.6	120.6	75.43	74.97	72.17
Victoria.....	117.5	117.6	123.6	68.84	68.20	66.34

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding:			Pay period preceding:		
	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957	Nov. 1 1958	Oct. 1 1958	Nov. 1 1957
Mining	118.0	125.1	129.2	87.74	85.79	85.61
Metal mining.....	125.9	138.7	139.6	90.51	85.99	88.61
Gold.....	75.1	76.1	76.9	73.52	72.43	72.84
Other metal.....	173.2	197.1	198.1	97.33	90.87	94.33
Fuels.....	101.2	101.2	110.0	86.96	88.74	84.69
Coal.....	57.5	56.9	60.8	70.98	74.20	70.28
Oil and natural gas.....	272.0	274.4	289.6	100.20	100.54	95.73
Non-metal.....	132.7	134.4	140.4	77.58	78.22	74.20
Manufacturing	110.1	112.4	116.2	73.32	72.73	70.86
Food and beverages.....	119.8	128.4	116.9	64.67	63.08	61.54
Meat products.....	136.6	135.1	128.4	75.20	73.55	72.80
Canned and preserved fruits and vegetables.....	119.5	207.2	122.9	52.11	53.22	48.97
Grain mill products.....	106.7	107.1	106.2	73.30	71.34	68.36
Bread and other bakery products.....	110.6	110.9	110.4	64.24	63.62	60.62
Biscuits and crackers.....	97.1	98.4	99.8	55.45	55.59	53.39
Distilled and malt liquors.....	112.6	106.6	115.7	84.46	82.75	78.76
Tobacco and tobacco products.....	89.6	90.3	85.7	70.08	70.24	66.47
Rubber products.....	101.1	101.1	109.9	76.75	76.40	72.05
Leather products.....	86.4	88.2	86.9	49.72	50.44	47.61
Boots and shoes (except rubber).....	91.0	93.6	89.6	46.40	47.71	44.31
Textile products (except clothing).....	78.9	78.7	81.2	59.50	59.40	57.37
Cotton yarn and broad woven goods.....	76.2	76.4	77.4	54.14	54.69	53.34
Woolen goods.....	59.9	59.6	66.6	56.91	57.13	53.63
Synthetic textiles and silk.....	81.7	80.9	84.2	66.37	66.19	64.16
Clothing (textile and fur).....	92.8	94.1	94.9	47.01	45.96	44.66
Men's clothing.....	93.3	95.1	99.1	45.40	44.72	43.81
Women's clothing.....	99.1	101.6	95.7	47.85	46.44	45.16
Knit goods.....	77.8	78.0	82.0	47.21	46.22	44.83
Wood products.....	106.7	109.2	106.1	64.48	63.98	60.97
Saw and planing mills.....	108.9	112.4	105.2	66.39	65.55	62.40
Furniture.....	113.2	112.7	116.3	63.07	62.75	60.06
Other wood products.....	84.5	87.6	91.1	56.52	57.51	55.49
Paper products.....	123.7	125.0	125.4	85.14	85.19	82.39
Pulp and paper mills.....	122.7	124.4	125.4	91.08	91.13	88.36
Other paper products.....	126.0	126.5	125.2	70.98	70.91	67.61
Printing, publishing and allied industries.....	120.5	120.1	121.4	79.45	79.42	75.45
Iron and steel products.....	98.6	99.1	111.1	82.87	82.87	79.86
Agriculture implements.....	60.7	59.3	53.7	81.84	81.06	77.81
Fabricated and structural steel.....	161.0	169.1	178.9	84.47	85.11	80.95
Hardware and tools.....	93.7	94.2	96.0	75.07	74.83	72.16
Heating and cooking appliances.....	103.0	104.5	105.9	74.42	74.01	69.83
Iron castings.....	94.5	92.7	107.1	81.51	80.55	76.17
Machinery mfg.....	103.3	103.9	120.0	79.27	79.01	76.00
Primary iron and steel.....	85.3	85.5	119.4	95.95	95.30	93.53
Sheet metal products.....	105.3	106.5	107.5	80.76	84.48	76.24
Wire and wire products.....	109.7	113.0	113.6	83.63	83.61	81.69
Transportation equipment.....	119.0	117.6	138.6	81.33	83.04	79.56
Aircraft and parts.....	360.2	366.3	397.5	88.37	88.40	82.76
Motor vehicles.....	102.2	97.9	118.8	86.10	89.91	90.11
Motor vehicle parts and accessories.....	99.9	101.4	106.9	78.60	81.39	76.93
Railroad and rolling stock equipment.....	68.3	68.2	88.3	72.78	72.90	71.76
Shipbuilding and repairing.....	122.9	114.2	151.2	74.20	77.80	72.78
Non-ferrous metal products.....	108.8	124.2	134.0	85.92	78.70	82.19
Aluminum products.....	135.1	136.8	137.5	82.22	81.23	77.63
Brass and copper products.....	106.6	106.9	107.0	80.80	79.59	76.57
Smelting and refining.....	107.8	140.6	163.1	96.14	80.92	89.09
Electrical apparatus and supplies.....	135.9	136.6	149.8	79.44	79.26	76.01
Non-metallic mineral products.....	140.1	142.7	136.4	78.44	77.89	74.50
Clay products.....	108.4	109.8	107.9	71.86	71.36	69.61
Glass and glass products.....	135.5	140.8	134.2	75.89	75.52	7.20
Products of petroleum and coal.....	138.2	140.3	137.5	104.62	104.02	103.20
Chemical products.....	130.5	131.6	136.3	84.15	83.89	80.94
Medicinal and pharmaceutical preparations.....	118.9	119.9	120.0	75.27	74.68	71.48
Acids, alkalis and salts.....	144.5	148.2	153.0	95.13	93.50	91.98
Miscellaneous manufacturing industries.....	124.5	125.0	116.8	65.42	65.49	60.86
Construction	137.3	144.2	148.6	75.04	76.25	74.12
Building and general engineering.....	136.6	142.2	156.2	81.89	83.09	80.97
Building.....	141.9	145.0	155.9	80.66	80.87	78.62
General engineering.....	114.3	130.6	157.4	88.29	93.41	90.66
Highways, bridges and streets.....	138.4	147.3	136.6	64.21	65.67	61.60
Service	135.6	139.1	132.7	48.62	49.04	46.55
Hotels and restaurants.....	125.1	130.0	124.4	39.27	38.51	38.32
Laundries and dry cleaning plants.....	115.3	116.2	115.8	43.47	43.07	42.48
Other service.....	191.3	194.3	180.7	70.25	70.26	67.54
Industrial composite	120.0	121.9	125.2	70.99	70.85	68.79

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1958	Oct. 1, 1958	Nov. 1, 1957	Nov. 1, 1958	Oct. 1, 1958	Nov. 1, 1957
Newfoundland.....	36.7	37.6	38.8	152.2	149.1	159.0
Nova Scotia.....	40.2	40.5	40.2	146.5	147.7	143.7
New Brunswick.....	42.0	42.4	40.7	144.0	141.2	146.3
Quebec.....	41.7	41.6	41.2	149.2	148.9	146.3
Ontario.....	40.7	40.7	40.2	173.1	171.1	171.8
Manitoba.....	40.5	40.1	40.0	157.5	157.4	152.1
Saskatchewan.....	39.4	39.4	40.0	178.4	178.4	172.2
Alberta (1).....	40.6	39.6	39.7	175.6	174.4	170.4
British Columbia (2).....	38.0	37.7	37.4	202.5	201.8	195.0

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1949.....	42.3	cts. 98.6	\$ 41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958.....	40.6	164.0	66.58	159.6	125.6	127.1
October 1, 1958.....	40.7	164.4	66.91	160.4	126.0	127.3
November 1, 1958 (1).....	40.8	165.4	67.48	161.8	126.3	128.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment ²		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
January 1, 1958.....	7,450	7,270	14,720	596,104	147,349	743,453
February 1, 1958.....	6,822	7,860	14,682	661,959	167,510	829,469
March 1, 1958.....	7,389	8,459	15,848	685,915	171,175	857,090
April 1, 1958.....	9,730	10,892	20,622	681,810	171,022	852,832
May 1, 1958.....	17,323	13,174	30,497	581,032	165,375	746,407
June 1, 1958.....	15,172	14,677	29,849	443,407	156,591	599,998
July 1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958 ⁽¹⁾	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959 ⁽¹⁾	8,643	8,549	17,192	562,257	158,163	720,420

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

⁽²⁾ From December 1, 1958, registration figures during the seasonal benefit period do not include claimants for fishing benefits. As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
NOVEMBER 28, 1953⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				October 31, 1953	November 29, 1957
Agriculture, Fishing, Trapping	237	113	350	- 163	+ 75
Forestry	537	8	545	- 20	+ 309
Mining, Quarrying and Oil Wells	228	32	260	- 53	- 324
Metal Mining.....	137	15	152	- 10	- 89
Fuels.....	64	9	73	- 48	- 208
Non-Metal Mining.....	5	0	5	- 1	- 7
Quarrying, Clay and Sand Pits.....	2	0	2	0	- 4
Prospecting.....	20	8	28	+ 6	- 16
Manufacturing	1,656	1,118	2,774	- 409	- 188
Foods and Beverages.....	167	106	273	+ 6	+ 64
Tobacco and Tobacco Products.....	2	3	5	- 4	- 13
Rubber Products.....	16	9	25	- 23	0
Leather Products.....	44	70	114	- 20	+ 16
Textile Products (except clothing).....	70	71	141	+ 6	+ 17
Clothing (textile and fur).....	43	420	463	- 134	- 12
Wood Products.....	159	36	195	- 35	- 23
Paper Products.....	57	32	89	- 6	- 6
Printing, Publishing and Allied Industries.....	89	56	145	- 42	- 14
Iron and Steel Products.....	343	100	443	+ 68	- 56
Transportation Equipment.....	273	30	303	- 92	- 91
Non-Ferrous Metal Products.....	51	17	68	- 35	- 22
Electrical Apparatus and Supplies.....	90	58	148	+ 1	- 120
Non-Metallic Mineral Products.....	56	17	73	+ 9	+ 22
Products of Petroleum and Coal.....	23	7	30	- 10	- 2
Chemical Products.....	117	37	154	- 21	+ 11
Miscellaneous Manufacturing Industries.....	56	49	105	- 77	+ 41
Construction	870	46	916	- 146	- 31
General Contractors.....	521	23	544	- 80	- 35
Special Trade Contractors.....	349	23	372	- 66	+ 4
Transportation, Storage and Communication	365	159	524	+ 40	- 66
Transportation.....	328	67	395	+ 123	- 8
Storage.....	14	11	25	- 34	+ 1
Communication.....	23	81	104	- 49	- 59
Public Utility Operation	41	20	61	- 4	- 63
Trade	1,274	1,940	3,214	+ 202	+ 414
Wholesale.....	385	305	690	- 189	+ 151
Retail.....	889	1,635	2,524	+ 391	+ 263
Finance, Insurance and Real Estate	469	317	786	- 10	- 53
Service	6,974	5,989	12,063	+ 5,032	- 4,204
Community or Public Service.....	136	924	1,060	- 99	- 323
Government Service.....	5,424	965	6,389	+ 5,590	- 4,159
Recreation Service.....	51	24	75	- 9	- 50
Business Service.....	206	253	459	- 26	+ 115
Personal Service.....	257	3,823	4,080	- 424	+ 213
GRAND TOTAL	11,751	9,742	21,493	+ 4,469	- 4,131

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT NOVEMBER 27, 1958⁽¹⁾

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ²			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	929	794	1,723	6,983	1,928	8,911
Clerical Workers.....	5,071	2,529	7,600	14,970	44,382	59,352
Sales Workers.....	1,037	1,185	2,222	6,109	13,682	19,791
Personal and Domestic Service Workers.	406	4,150	4,556	30,953	22,642	53,595
Seamen.....	4	.....	4	1,753	2	1,755
Agriculture, Fishing, Forestry (Ex. log.).	215	35	250	3,767	398	4,165
Skilled and Semiskilled Workers.....	2,821	745	3,566	150,939	21,539	172,478
Food and kindred products (incl. tobacco).....	51	8	59	1,424	515	1,939
Textiles, clothing, etc.....	50	565	615	3,807	13,552	17,359
Lumber and lumber products.....	550	1	551	14,299	159	14,458
Pulp, paper (incl. printing).....	39	7	46	1,248	497	1,745
Leather and leather products.....	26	41	67	1,155	1,206	2,361
Stone, clay and glass products.....	3	.....	3	380	33	413
Metalworking.....	238	.....	242	20,963	935	21,898
Electrical.....	80	9	89	3,257	1,024	4,281
Transportation equipment.....	5	.....	5	1,102	109	1,211
Mining.....	80	.....	80	2,161	.....	2,161
Construction.....	608	.....	608	37,954	8	37,962
Transportation (except seamen).....	320	16	336	26,888	147	27,035
Communications and public utility....	5	.....	5	750	8	758
Trade and service.....	93	55	148	4,601	2,004	6,605
Other skilled and semiskilled.....	603	31	634	22,691	1,035	23,726
Foremen.....	38	7	45	3,095	296	3,391
Apprentices.....	32	1	33	5,164	11	5,175
Unskilled Workers.....	1,096	314	1,410	113,576	21,768	135,344
Food and tobacco.....	54	62	116	4,053	5,386	9,439
Lumber and lumber products.....	70	3	73	12,869	392	13,261
Metalworking.....	82	12	94	8,241	549	8,790
Construction.....	374	.....	374	56,071	1	56,072
Other unskilled workers.....	516	237	753	32,342	15,440	47,782
GRAND TOTAL.....	11,579	9,752	21,331	329,050	126,341	455,391

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT NOVEMBER 27, 1958

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies(2)			Registrations		
	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957 (3)
Newfoundland	164	330	104	12,329	8,222	11,574
Corner Brook.....	6	9	5	2,866	2,410	2,367
Grand Falls.....	5	17	6	1,509	986	1,476
St. John's.....	153	304	93	7,954	4,826	7,731
Prince Edward Island	123	109	149	2,098	1,256	1,888
Charlottetown.....	82	59	133	1,442	869	1,152
Summerside.....	41	50	16	656	387	736
Nova Scotia	1,124	593	846	18,352	13,813	16,244
Amherst.....	6	6	4	670	462	724
Bridgewater.....	26	24	6	973	731	821
Halifax.....	867	384	407	4,333	3,826	4,303
Inverness.....				394	262	432
Kentville.....	83	76	29	1,308	894	1,495
Liverpool.....	1	1	23	577	345	408
New Glasgow.....	56	31	70	2,620	1,899	1,867
Springhill.....				1,254	713	695
Sydney.....	15	7	238	3,516	2,824	2,650
Truro.....	18	10	16	1,266	829	1,376
Yarmouth.....	52	54	53	1,441	1,028	1,473
New Brunswick	570	547	746	18,145	12,655	20,046
Bathurst.....	4	7	20	2,249	855	2,010
Campbellton.....	47	45	27	1,186	901	1,450
Edmundston.....	7		14	1,196	702	1,350
Fredericton.....	87	90	89	1,330	1,082	1,454
Minto.....	17	17	3	529	501	650
Moncton.....	238	213	239	4,186	3,049	5,024
Newcastle.....			6	1,723	1,068	1,818
Saint John.....	116	125	318	2,814	2,497	3,077
St. Stephen.....	29	36	5	1,461	982	1,700
Sussex.....	21	11	21	456	340	491
Woodstock.....	4	3	4	965	678	1,022
Quebec	3,355	3,348	3,505	140,295	111,359	124,031
Alma.....	31	24	44	1,641	1,196	1,592
Asbestos.....	5	1	80	658	503	597
Beauharnois.....	21	41	23	967	819	855
Buckingham.....	21	15	15	845	692	783
Causapscal.....	207	270	59	1,267	1,061	1,369
Chandler.....	7	5	3	672	241	860
Chicoutimi.....	98	103	51	1,639	1,207	1,565
Dolbeau.....	7	2	14	746	608	1,269
Drummondville.....	19	32	42	1,668	1,336	1,681
Farnham.....	9	6	12	870	668	898
Forestville.....	14	25	82	1,009	719	648
Gaspé.....	3	4	4	580	228	639
Granby.....	21	11	36	1,669	1,723	1,484
Hull.....	15	55	57	2,693	1,878	2,784
Joliette.....	44	53	39	2,794	1,796	2,986
Jonquière.....	15	23	37	1,946	1,448	1,683
Lachute.....	17	32	8	571	440	567
La Malbaie.....	9	14	3	903	473	1,012
La Tuque.....	70	79	23	938	760	716
Lévis.....	88	62	58	2,909	1,961	2,293
Louiseville.....	20	12	24	876	653	827
Magog.....	5			541	452	644
Maniwaki.....	3		3	543	306	793
Matane.....	4	19	4	1,488	933	1,339
Mégantic.....	5	4	1	642	474	828
Mont-Laurier.....	3	4	10	592	352	537
Montmagny.....	12	6	53	950	598	1,552
Montreal.....	1,388	1,553	1,474	55,118	47,694	42,326
New Richmond.....	5	7	6	791	375	939
Port Alfred.....	10	5	6	401	310	534
Québec.....	294	316	325	10,302	7,952	9,997
Rimouski.....	76	38	67	2,372	1,400	2,479
Rivière du Loup.....	10	7	25	2,403	1,239	2,849
Roberval.....	75	23	1	855	695	981
Rouyn.....	69	24	66	1,953	1,662	3,006
Ste. Agathe.....	52	11	62	824	508	673
Ste. Anne de Bellevue.....	22	30	44	805	597	662
Ste. Thérèse.....	33	11	29	1,532	1,143	1,253
St. Hyacinthe.....	24	45	34	1,539	1,462	1,429
St. Jean.....	37	51	34	1,777	1,570	1,259
St. Jérôme.....	26	29	29	1,971	1,060	1,200
Sept Iles.....	65	54	65	1,264	950	662
Shawinigan.....	26	10	10	3,860	3,169	3,240
Sherbrooke.....	135	107	105	4,158	3,464	3,860
Sorel.....	19	18	83	3,698	3,235	1,384
Thetford Mines.....	19	22	45	1,406	1,187	1,079
Trois-Rivières.....	133	105	119	3,930	3,214	3,882
Val d'Or.....	3	14	19	1,641	1,296	2,199

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS NOVEMBER 27, 1958

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies ⁽²⁾			Registrations		
	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957 ⁽²⁾
Quebec—Cont'd.						
Valleyfield.....	23	17	18	2,017	1,402	1,536
Victoriaville.....	21	13	25	1,573	1,239	2,092
Ville St. Georges.....	17	26	29	1,488	1,011	1,709
Ontario.....	8,046	6,598	8,597	150,617	139,077	140,696
Arnprior.....	26	34	3	259	187	344
Barrie.....	32	22	10	1,070	936	937
Belleville.....	12	21	17	1,542	1,302	1,349
Bracebridge.....	88	40	43	920	640	863
Brampton.....	27	26	4	816	684	694
Brantford.....	52	53	59	2,060	2,045	2,821
Brockville.....	25	21	10	577	436	340
Carleton Place.....	2	7	5	328	159	235
Chatham.....	40	217	129	2,014	1,573	2,048
Cobourg.....	6	18	2	618	576	739
Collingwood.....	19	18	5	673	534	541
Cornwall.....	54	83	150	2,867	2,376	2,047
Fort Erie.....	5	.....	11	710	541	501
Fort Frances.....	51	20	13	483	321	575
Fort William.....	142	63	130	2,382	1,944	1,650
Galt.....	71	89	29	1,240	1,006	1,525
Gananoque.....	1	3	1	280	206	299
Goderich.....	18	13	8	340	267	537
Guelph.....	35	77	59	1,201	1,079	1,457
Hamilton.....	508	500	444	13,595	12,514	11,600
Hawkesbury.....	11	15	17	702	418	655
Ingersoll.....	21	32	24	641	610	654
Kapuskasing.....	39	21	15	870	838	1,148
Kenora.....	9	26	12	745	422	734
Kingston.....	84	63	78	1,760	1,477	1,404
Kirkland Lake.....	20	22	30	1,293	880	1,103
Kitchener.....	99	91	75	1,895	1,711	2,363
Learnington.....	23	20	19	867	825	1,042
Lindsay.....	1	8	3	533	598	395
Listowel.....	15	42	22	296	205	384
London.....	872	414	1,159	4,181	3,591	4,143
Long Branch.....	87	117	45	3,027	2,775	2,697
Midland.....	15	13	11	801	509	699
Napanee.....	4	5	6	502	348	529
Newmarket.....	48	91	33	938	783	764
Niagara Falls.....	152	44	216	2,348	2,013	2,025
North Bay.....	36	11	8	1,653	1,282	1,607
Oakville.....	63	45	74	699	598	603
Orillia.....	22	24	18	877	790	804
Oshawa.....	77	41	65	3,023	10,175	3,190
Ottawa.....	1,670	711	1,708	5,134	4,149	4,392
Owen Sound.....	7	8	17	1,342	967	1,513
Parry Sound.....	1	.....	2	499	328	275
Pembroke.....	45	45	94	1,645	1,229	1,550
Perth.....	21	17	22	435	335	488
Peterborough.....	37	43	31	2,719	2,429	2,518
Picton.....	11	16	14	387	264	412
Port Arthur.....	209	111	83	3,927	3,095	3,888
Port Colborne.....	6	9	10	816	752	677
Prescott.....	12	10	17	742	542	626
Renfrew.....	2	8	10	588	426	494
St. Catharines.....	74	104	141	3,448	3,065	3,187
St. Thomas.....	59	49	31	845	773	894
Sarnia.....	78	45	74	2,235	2,022	1,740
Sault Ste. Marie.....	223	254	281	1,868	1,615	1,853
Simcoe.....	22	38	29	777	615	992
Sioux Lookout.....	9	6	2	238	145	232
Smiths Falls.....	14	14	4	469	354	373
Stratford.....	39	20	11	872	690	785
Sturgeon Falls.....	3	2	4	1,285	831	876
Sudbury.....	197	153	359	5,791	5,066	3,539
Timmins.....	28	34	78	1,979	1,488	1,956
Toronto.....	2,024	2,043	1,942	35,006	32,955	33,244
Trenton.....	44	50	56	779	572	708
Walkerton.....	29	65	21	363	255	392
Wallaceburg.....	1	.....	8	591	333	565
Welland.....	32	14	22	1,962	1,981	2,138
Weston.....	119	112	157	2,166	2,111	1,808
Windsor.....	97	106	296	9,393	8,902	9,622
Woodstock.....	21	41	11	690	614	914
Manitoba.....	3,874	1,416	3,204	19,591	13,550	18,748
Brandon.....	274	123	215	1,519	1,002	1,577
Dauphin.....	12	23	8	1,205	621	1,010
Flin Flon.....	19	32	32	253	168	253
Portage la Prairie.....	45	28	64	844	565	832
The Pas.....	58	16	12	358	233	212
Winnipeg.....	3,466	1,194	2,873	15,412	10,961	14,864

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS NOVEMBER 27, 1958

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies ⁽²⁾			Registrations		
	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957	(1) November 27, 1958	Previous Month October 30, 1958	Previous Year November 28, 1957 ⁽²⁾
Saskatchewan	737	648	623	12,688	7,910	12,041
Estevan.....	52	26	35	384	258	329
Moose Jaw.....	201	126	109	1,106	734	1,007
North Battleford.....	35	45	41	1,078	554	1,072
Prince Albert.....	47	65	59	1,651	1,015	1,603
Regina.....	155	135	155	3,062	2,110	2,916
Saskatoon.....	138	140	99	2,797	1,860	2,597
Swift Current.....	38	28	39	552	328	565
Weyburn.....	19	19	39	331	178	295
Yorkton.....	52	64	47	1,727	873	1,657
Alberta	1,754	2,041	2,187	23,539	15,938	22,221
Blairmore.....	2	3	10	585	382	349
Calgary.....	547	623	1,046	7,439	5,470	6,689
Drumheller.....	18	37	10	273	184	298
Edmonton.....	841	1,051	727	10,904	7,116	10,676
Edson.....	17	14	20	474	332	454
Lethbridge.....	108	125	104	2,018	1,232	1,652
Medicine Hat.....	165	106	197	939	573	990
Red Deer.....	56	82	73	907	649	1,123
British Columbia	1,584	1,151	4,575	57,737	47,382	66,255
Chilliwack.....	35	32	27	1,770	1,139	1,656
Courtenay.....	4	5	8	1,017	606	1,398
Cranbrook.....	58	19	24	709	445	649
Dawson Creek.....	11	22	19	1,029	706	897
Duncan.....	16	13	23	744	654	728
Kamloops.....	15	8	11	1,122	865	1,314
Kelowna.....	7	9	18	1,043	630	1,231
Kitimat.....	7	1	13	417	287	576
Mission City.....	28	20	13	990	732	1,120
Nanaimo.....	14	1	20	1,433	947	1,587
Nelson.....	6	9	13	871	472	1,052
New Westminster.....	267	142	150	7,934	6,789	7,684
Penticton.....	7	12	10	1,016	622	1,000
Port Alberni.....	24	18	9	1,022	598	1,657
Prince George.....	82	40	77	2,778	2,218	2,947
Prince Rupert.....	20	13	36	1,659	1,381	1,469
Princeton.....	4	3	.....	267	159	330
Trail.....	20	32	8	792	448	803
Vancouver.....	655	609	3,914	24,919	22,648	32,197
Vernon.....	19	5	17	1,479	767	1,453
Victoria.....	266	119	147	4,225	3,882	4,061
Whitehorse.....	19	19	18	501	387	446
Canada	21,331	16,871	24,536	455,391	371,162	433,744
Men.....	11,579	7,319	13,327	329,050	255,451	326,568
Women.....	9,752	9,552	11,209	126,341	115,711	107,176

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) During the seasonal benefit period this year, registrations do not include claimants for fishing benefits. Registrations for November 28, 1957, did include them, and therefore have been adjusted to make them comparable with current figures.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (11 months).....	815,980	547,511	268,469	55,086	200,556	288,873	172,650	98,815
1958 (11 months).....	768,497	501,640	266,857	50,898	183,798	263,560	163,780	106,461

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
NOVEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	10,758	7,867	2,891	6,176	4,663	1,513	5,973
Prince Edward Island.....	1,952	1,671	281	1,028	817	211	1,061
Nova Scotia.....	10,948	6,818	4,130	8,623	6,621	2,002	3,978
New Brunswick.....	11,356	8,910	2,446	8,112	5,730	2,382	4,761
Quebec.....	73,850	49,325	24,525	62,505	48,512	13,993	23,941
Ontario.....	73,737	47,638	26,099	66,343	50,498	15,845	23,077
Manitoba.....	10,232	6,835	3,397	8,065	6,129	1,936	3,921
Saskatchewan.....	7,564	5,548	2,036	5,349	3,843	1,506	3,373
Alberta.....	14,443	9,388	5,055	10,362	7,797	2,565	7,154
British Columbia.....	31,708	20,223	11,485	25,494	18,320	7,174	11,575
Total, Canada, November 1958	246,568	164,223	82,345	202,057	152,930	49,127	88,814
Total, Canada, October 1958	191,215	110,725	80,490	185,160	136,929	48,231	44,303
Total, Canada, November 1957	249,108	156,256	92,852	217,608	169,446	48,162	78,530

* In addition, revised claims received numbered 24,669.

† In addition, 24,943 revised claims were disposed of. Of these, 2,345 were special requests not granted and 2,018 were appeals by claimants. There were 4,180 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT.**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1958—November.....	3,958,800	3,635,300	323,500
October.....	3,907,000	3,624,400	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1953

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	December 1957	November 1958	December 1958					
(1) St. John's, Nfld.....	109.8	112.6	112.6	109.5	114.2	103.3	108.7	124.0
Halifax.....	121.1	124.3	124.3	117.7	132.2	116.7	126.5	132.7
Saint John.....	123.4	126.7	126.7	120.8	135.4	117.3	122.7	138.7
Montreal.....	123.4	127.2	126.9	127.1	143.0	107.9	119.2	133.2
Ottawa.....	124.2	126.5	126.5	120.8	146.6	113.1	120.4	133.4
Toronto.....	126.1	129.4	129.1	120.7	154.0	113.7	122.5	136.3
Winnipeg.....	121.6	123.8	124.0	121.8	131.1	116.9	118.2	130.5
Saskatoon—Regina.....	120.1	123.0	122.7	120.2	122.2	118.9	123.6	127.0
Edmonton—Calgary.....	120.0	122.7	122.5	119.1	125.2	115.8	121.2	130.1
Vancouver.....	123.9	127.5	127.8	124.4	137.9	114.8	128.9	133.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

C—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-DECEMBER 1957-1958 (a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,089	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	32,400	48,444	491,280	0.49
October.....	19	48	3,552	41,537	857,390	0.85
November.....	28	49	6,233	26,898	281,525	0.28
December.....	5	31	3,273	18,129	243,105	0.24
Cumulative Totals.....	260		107,497		2,879,120	0.24
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,298	237,740	0.24
August.....	25	42	7,044	14,532	187,450	0.19
September.....	28	49	11,031	20,650	190,045	0.18
October.....	22	48	9,337	14,107	128,275	0.13
November.....	16	38	8,493	12,321	119,125	0.11
December.....	2	18	2,225	7,327	152,935	0.15
Cumulative Totals.....	245		86,198		1,607,180	0.14

(a) 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. 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 for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS DECEMBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result	
		Approximate Number of Workers	(Time Loss in Man-Days) December Accrued					
In Progress Prior to December 1958								
MINING— International Nickel Company of Canada, Sudbury, Ont. Colborne,	International Union of Mine, Mill and Smelter Workers, Canada, 598 and 637.	12,500	187,500	697,500	Sept. 24	Dec. 26	Wages, fringe benefits and other contract changes.	Wage increase of one per cent Jan. 2, 1959, a further 2% Jan. 2, 1960, 3% Jan. 2, 1961, fringe benefits amounting to 3 cents an hour.
MANUFACTURING— <i>Beverages—</i> A Keith and Sons, & Oland and Sons, Halifax, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 361, AFL-CIO/CLC.	161	3,540	14,920	Aug. 21		Wages and union shop.	
<i>Wood Products—</i> Kootenay Forest Products, Nelson & Ainsworth: Celgar Co., Castlegar & Nakusp, B.C.	International Woodworkers of America, No. 1-405 AFL-CHO/CLC.	420(b)	9,240	11,440	Nov. 24		Wages.	
S. M. Simpson Co., Kelowna, B.C.	International Woodworkers of America, No. 1-423, AFL-CHO/CLC.	205	4,510	5,270	Nov. 25		Wages.	
Boundary Sawmills, Midway, B.C. Grand Forks Sawmill, Grand Forks, B.C.	International Woodworkers of America, No. 1-423, AFL-CHO/CLC.	205	4,510	5,475	Nov. 25		Wages.	
<i>Iron and Steel Products—</i> Sorel Industries, St. Joseph de Sorel, Que.	Le Syndicat National de l'Industrie Métallurgique de Sorel, Inc., CCCC.	257(c)	5,650	7,450	Nov. 20		Wages, hours and fringe benefits	
<i>Transportation Equipment—</i> Griffin Steel Foundries, St. Hyacinthe, Que.	Syndicat des Metallurgistes de St-Hyacinthe CCCC.	133	2,970	5,365	Nov. 6		Disciplinary dismissal of one worker.	

TABLE G-2.—STRIKES AND LOCKOUTS DECEMBER 1958, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days December Accumulated				
In Progress Prior to December 1958—Con.							
<i>Electrical Apparatus—</i> Square "D", Co., Canada, Toronto, Ont.	United Electrical, Radio and Machine Workers of America, No. 512.	250	5,500	6,500 Nov. 25	.....	Wages.	.....
CONSTRUCTION— Lockerbie and Hole Western, Edmonton, Alta.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry, AFL-CIO/CLC.	108	2,375	5,555 Oct. 20	.....	Wages and fringe benefits.	.....
Association of Master Plumbers, Edmonton, Alta.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry, AFL-CIO/CLC.	219	6,400	11,930 Nov. 3	.....	Wages.	.....
Commencing in December 1958							
Logging— Anglo-Newfoundland Development, Grand Falls, Nfld.	International Woodworkers of America, AFL-CIO/CLC.	1,360	1,360	1,360 Dec. 31	.....	Wages and hours.	.....
TRANSPORTATION, STORAGE AND COMMUNICATIONS— Black Ball Terminals, Nanaimo, B.C.	Seafarers' International Union, AFL-CIO/CLC.	181 (d)	720	720 Dec. 18	Dec. 23	Wages.	Return of workers, further negotiations.
Canadian Broadcasting Corporation, Montreal, Que.	Association des Réalisateurs, CCCL.	1,700	1,700	1,700 Dec. 29	.....	Union recognition.	.....

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.
 (b) 64 indirectly affected; (c) 185 indirectly affected; (d) 71 indirectly affected.

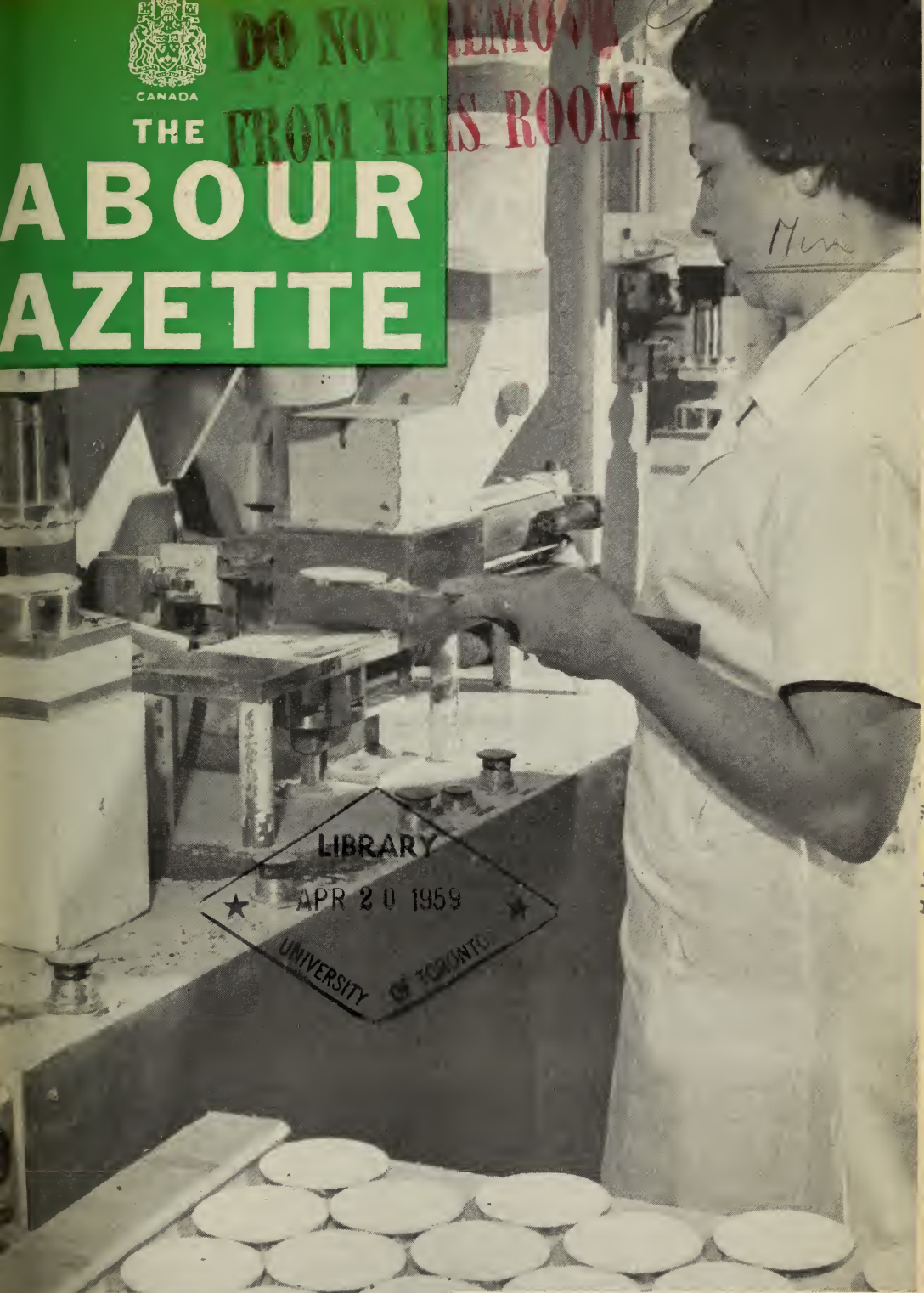


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Proportion of Married Women in the Labour Force (p. 24)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LIX No. 3
MARCH 31, 1959

THE LABOUR GAZETTE

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CURRENT MANPOWER AND LABOUR RELATIONS REVIEW

ECONOMICS AND RESEARCH BRANCH

MARCH 15, 1959

Current Manpower Situation

Employment in the first two months of this year reflected the general upswing in economic activity that has been apparent since the third quarter of last year. After allowing for seasonal influences, employment in these two months showed a rise of more than 100,000 and in February was more than 50,000 higher than in September 1957, the pre-recession peak. Employment gains were more marked in Ontario and the western provinces than in the eastern regions.

The strengthening demand for labour has been reflected in the number of vacancies registered with the National Employment Service. Vacancies reported are an imperfect measure of total labour demand, since all employers do not make use of NES services. They are, nevertheless, a sensitive indication of trend. Some 22,000 job vacancies were on file at mid-March, 28 per cent more than a year earlier. Clerical, construction and metal workers were in greatest demand. The gain over the year was close to 40 per cent in Ontario, more than 30 per cent in the two western regions and 22 per cent in Quebec. In the Atlantic region job vacancies were slightly lower than last year, reflecting, for the most part, difficulties in coal, iron ore mining and forestry.

Unemployment in Canada was still substantial in February but had dropped below the year-earlier level for the first time in more than two years. Persons without jobs and seeking work numbered 537,000 at mid-month, representing 8.8 per cent of the labour force compared with 9.4 per cent a year ago. The number on temporary layoff was also down moderately from last year; those on short-time were estimated at 51,000, down from 70,000 last year. The duration of unemployment was still somewhat greater than a year ago. This February, 36 per cent of the total had been seeking work for four months or more against 30 per cent last year. Twelve per cent had been seeking work for seven months or more against 7 per cent last year.

One of the notable developments of the month was an unusually early rise in agricultural employment. Farm employment does not usually change much in the early months of the year; but the seasonal decline almost always continues until March. This year the hiring of farm workers was reported to be already underway in parts of the Prairie Provinces. The result of this was that between January and February there was virtual stability in total farm employment, whereas in the past five years it has declined by an average of 16,000 in this period.

The recovery has been fairly widespread in other industries. Among the broad industry groups, only mining has shown a tendency to lag behind the general upturn, and in the majority (forestry and mining are the only exceptions) employment has passed the previous high for this time of year. In construction, estimated employment in February was at a new high for this time of year. Forestry was above last year's record low but was still well down from previous years. The general upswing in the goods-producing industries has been strongly supported by increases in manpower requirements in distribution and services. These industries were only lightly affected by the recession. In fact, employment expansion in the service industries during 1958 exceeded the high rate of the two previous years. The service industry now accounts for 22 per cent of employment in all industries compared with 20 per cent in 1955.

The improvement has been far from uniform within many of the broad groups. This is particularly true in manufacturing, which accounts for more than one quarter of total employment. Since the third quarter of last year, employment trends in most manufacturing industries have been at best horizontal or moderately upward. In motor vehicle production they have risen sharply; but they have declined in the manufacture of heavy transportation equipment, industrial machinery and structural steel. The net result of these varying trends has been a full recovery of employment to a level some 15,000 above the previous high for this time of year.

Rising production in many manufacturing industries reflects the influence of increasing motor vehicle production. With the introduction of new models last fall, motor vehicle sales increased over a year earlier by more than 25 per cent. The margin fell off in the first two months of this year but was expected to rise again in March. Total output in the first three weeks of March was about 20 per cent above last year, and close to capacity. In the main automobile manufacturing centres most, though not all, automobile workers had been recalled by the end of February.

An upturn of more moderate proportions has also been apparent in the textile industry. Although improvement was observable by the end of the year in the numbers employed, the work week in both textile and clothing manufacturing was four fifths of an hour longer than in 1957.

Despite a conspicuous lack of new large scale projects, construction activity has been maintained at a higher level than last winter. Last fall total employment in the industry fell far short of the 1957 seasonal peak. However, the decline during the winter months was unusually mild, so that in February estimated employment was at a record level for the time of year. The sustained labour demand this winter is attributable in large part to the record level of housebuilding activity. The number of new housing units started to drop in February, since direct loans to builders by Central Mortgage and Housing Corporation were no longer available. Owing to the upsurge in earlier months, however, the volume of work under construction remained greater than it has ever been at this time of year.

The municipal winter works incentive program of the federal Government has also been responsible for a considerable increase in construction employment this winter. At mid-March, expenditure on approved projects was estimated to be \$53,000,000 for the winter months, resulting in the hiring of

an estimated 32,000 workers during the period December to April. Projects in Ontario accounted for almost one third of the total employment content, with the remainder distributed among the other provinces.

Forest Products Industries

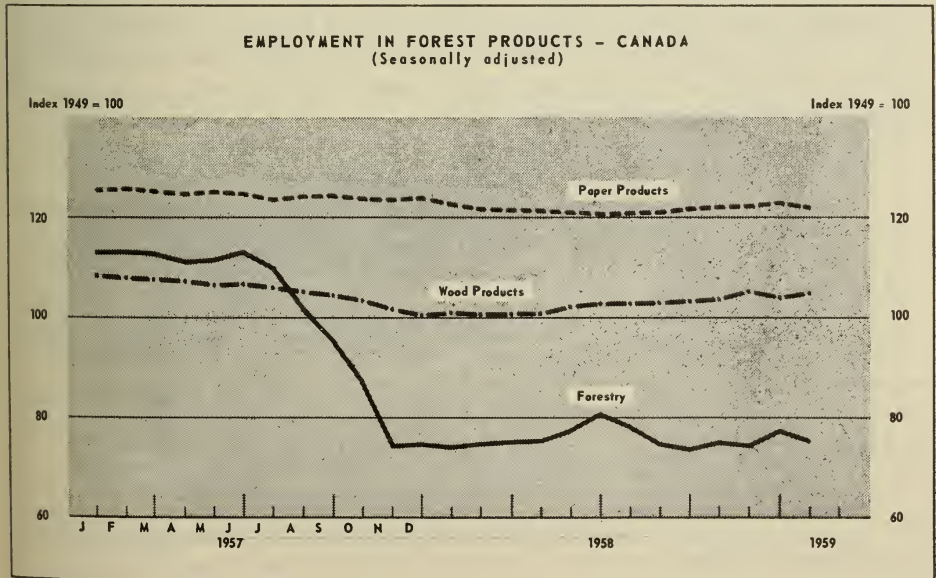
Logging

Logging is carried out extensively in four of the five regions in Canada and in past years has provided employment for upwards of 140,000 workers during the busy season. Average employment this winter was estimated at 106,000, which was 15 per cent higher than in the same period last year but still considerably lower than in winters prior to 1958. It will be remembered that logging employment remained at an unusually low level for more than a year before the recent upturn in economic activity.

The revival of activity in the logging industry occurred largely in response to increasing demands for lumber, plywood, and other types of wood products. Industries processing these products normally consume about half of the timber cut and used in Canada. Pulp and paper manufacturing accounts for about 40 per cent of the total, while the remainder is used for fuel and local miscellaneous purposes.

British Columbia contributes about one third of the total timber cut, Quebec nearly 30 per cent, Ontario about 15 per cent, and the Atlantic provinces about 13 per cent. However, production in each of these areas has become quite specialized. Nearly two thirds of Canadian lumber production is carried out in British Columbia and about 40 per cent of pulp and paper production in Quebec.

Since the upturn in demand was largely confined to lumber, much of the improvement in logging employment was concentrated in British Columbia. Logging employment east of the Rockies was retarded by the continued low



level of pulpwood consumption and high inventories. Pulp and paper manufacturing has shown some strength in recent months, but the increase in pulpwood consumption was met from existing stocks. Stocks of pulpwood were still quite heavy in most areas at the turn of the year.

Logging employment this year is expected to be only slightly above the reduced level of 1957-58. Changes in the structure and deployment of the logging labour force which were in evidence last year are likely to persist. For one thing, the trend towards a full-time occupation in logging can be expected to continue. Further increases in mechanization can also be expected.

Manufacturing

The forest products industries have shown increasing activity since mid-1958, reversing the earlier downward trend which had been in evidence since the beginning of 1957. Firmer demands for lumber, plywood, veneer, newsprint and pulps resulted in sizeable employment gains in both wood products and paper products industries. In January 1959, pulp and paper mill employment was about 8 per cent higher than a year before, although still below January 1957. Saw and planing mills showed a similarly sharp employment gain of 7.5 per cent.

In both the paper products and wood products industries increases in production occurred well in advance of increases in employment. The output of paper products (seasonally adjusted) showed a rise of 6 per cent between the fourth quarter of 1957 and the third quarter of 1958, a period during which employment was flattening out and short time was prevalent. The lumber and plywood industries showed a similar sharp increase in production during this period, preceding the upturn in employment. A trend towards longer hours was established in the lumber and plywood industries in the second quarter of 1958 and by September the average work week exceeded that of 1957.

While an uptrend in activity has been clearly established in the wood and paper products industries, a further improvement in the manufacture of certain commodities will probably be slow. This is true of newsprint, mainly because of increasing capacity in the United States. For lumber and plywood, the expected strength of housing and other construction in both countries will continue to provide strong support.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus*				Approximate* Balance		Labour* Shortages	
	1		2		3		4	
	Mar. 1, 1959	Mar. 1, 1958	Mar. 1, 1959	Mar. 1, 1958	Mar. 1, 1959	Mar. 1, 1958	Mar. 1, 1959	Mar. 1, 1958
Metropolitan.....	8	10	4	2	—	—	—	—
Major Industrial.....	18	22	8	4	—	—	—	—
Major Agricultural.....	8	9	6	5	—	—	—	—
Minor.....	40	48	17	10	1	—	—	—
Total.....	74	89	35	21	1	—	—	—

* For definition, see page 339.

Current Labour Statistics

(Latest available statistics as of March 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Feb. 21	6,084,000	+ 0.1	+ 2.1
Total persons with jobs.....	Feb. 21	5,547,000	+ 0.2	+ 2.8
At work 35 hours or more.....	Feb. 21	4,800,000	- 0.5	+ 2.5
At work less than 35 hours.....	Feb. 21	284,000	+ 8.4	+ 14.1
With jobs but not at work.....	Feb. 21	198,000	+ 9.4	+ 10.6
With jobs but on short time.....	Feb. 21	51,000	- 5.6	- 27.2
On temporary layoff for the full week.....	Feb. 21	34,000	- 15.0	- 10.5
Persons without jobs and seeking work.....	Feb. 21	537,000	- 0.2	- 4.6
Persons with jobs in agriculture.....	Feb. 21	608,000	+ 0.5	0.0
Persons with jobs in non-agriculture.....	Feb. 21	4,939,000	+ 0.1	+ 3.2
Total paid workers.....	Feb. 21	4,495,000	+ 0.3	+ 3.4
Registered for work, NES (b)				
Atlantic.....	Feb. 19	114,500	+ 9.4	- 3.1
Quebec.....	Feb. 19	262,400	+ 5.4	+ 0.2
Ontario.....	Feb. 19	224,400	- 2.5	- 8.4
Prairie.....	Feb. 19	108,600	+ 3.5	- 6.0
Pacific.....	Feb. 19	81,300	- 6.6	- 17.1
Total, all regions.....	Feb. 19	791,200	+ 2.0	- 5.7
Claimants for Unemployment Insurance benefit.....				
Amount of benefit payments.....	Jan. 31	785,071	+ 9.8	- 5.9
Amount of benefit payments.....	January	\$58,651,915	+74.8	- 3.5
Industrial employment (1949 = 100).....	Jan. 1	115.8	- 2.9	- 1.5
Manufacturing employment (1949 = 100).....	Jan. 1	106.9	- 2.5	- 1.9
Immigration.....	Year 1958	124,851	—	- 55.8 (c)
Destined to the labour force.....	Year 1958	63,078	—	- 58.4 (c)
<i>Conciliation Services</i>				
Number of cases in progress.....	December	773	- 8.3	+ 27.3
Number of workers involved.....	December	169,208	-21.9	- 23.0
<i>Strikes and Lockouts</i>				
No. of strikes and lockouts.....	February	29	-23.7	- 6.5
No. of workers involved.....	February	7,068	-48.6	- 49.2
No. of days lost.....	February	123,175	-22.4	+ 94.3
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Jan. 1	\$69.03	- 3.6	+ 4.0
Average hourly earnings (mfg.).....	Jan. 1	\$1.71	+ 2.2	+ 3.1
Average hours worked per week (mfg.).....	Jan. 1	40.8	- 0.3	+ 1.2
Average weekly earnings (mfg.).....	Jan. 1	\$69.73	+ 1.9	+ 4.4
Consumer price index (av. 1949 = 100).....	Feb. 1	125.7	- 0.3	+ 1.6
Real weekly earnings (mfg. av. 1949 = 100).....	Jan. 1	132.6	+ 2.0	+ 2.2
Total labour income..... \$000,000	December	1,359	- 2.0	+ 4.9
<i>Industrial Production</i>				
Total (average 1949 = 100).....	January	150.4	+ 0.9	+ 5.2
Manufacturing.....	January	132.8	- 0.1	+ 4.8
Durables.....	January	133.4	+ 2.1	+ 2.1
Non-Durables.....	January	132.4	- 1.8	+ 7.3

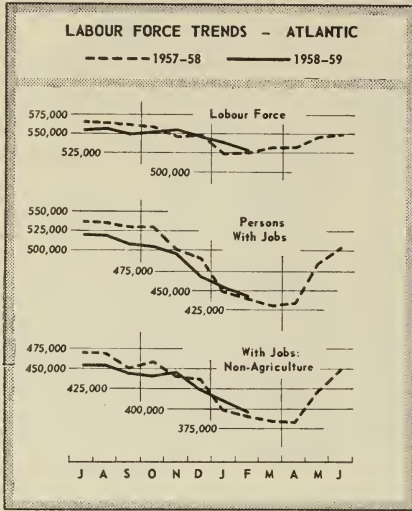
(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 339 of this issue.

(b) See page 339.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Manpower Situation in Local Areas

ATLANTIC



Employment in the Atlantic Region reached a low level during February, largely as a result of shutdowns of Nova Scotia coal mines. At February 21, the total of persons with jobs in the region was estimated at 442,000, some 14,000 fewer than in the previous month but 3,000 more than a year ago. All except two of the DOSCO mines were closed during the month owing to a shortage of orders, resulting in a layoff of some 4,000 workers. Forestry employment remained at an unusually low level as strike activity hampered logging operations in Newfoundland. Various areas in the region experienced seasonal employment declines in fishing, construction and waterfront activity.

The construction industry showed continuing strength during February though interruptions were frequent on some projects owing to bad weather. The most recent figures on construction employment show a year-to-year gain of 11 per cent. Residential construction has been a key source of employment strength this winter, making up for some of the losses in other industries. Municipal winter work incentive programs were another reason for the increase in construction activity this season. The outlook for housing is considerably better than a year ago; housing starts in February were more than double the figure for the same month last year.

Manufacturing employment showed little over-all change during the month; layoffs in sawmilling were offset by increased activity in shipbuilding. The decline in sawmilling activity was larger than usual as a result of the destruction of two mills by fire. Local demands for lumber were quite strong as a result of sustained activity in housebuilding. The outlook in other sectors of manufacturing remained weak.

Employment levels were sharply lower than last year in the pulp and paper and iron and steel products industries. In certain plants short-time was quite prevalent also. Employees at the Sulphite Mills in Atholville, N.B., are reported to have lost from one to two weeks work a month for more than a year.

At the beginning of March the area classification was as follows (last year's figures in brackets): in substantial surplus 19, (20); in moderate surplus 2, (1).

Local Area Developments

St. John's (metropolitan) remained in Group 1. The unsettled labour dispute in forestry was indirectly responsible for much of the year-to-year increase in unemployment in this area. Construction employment remained at a considerably higher level than last year despite the fact that fairly heavy layoffs

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH 1, 1959.

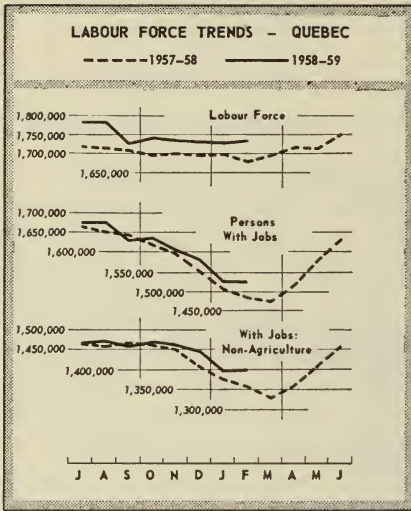
	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton Hamilton Montréal Québec-Lévis St. John's Vancouver-New Westminster Windsor Winnipeg	Calgary Halifax Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Cornwall Farnham-Granby Ft. William- Pt. Arthur Joliette Lac St.-Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sudbury Sydney Timmins-Kirkland Lake Trois Rivières	Brantford Guelph Kingston Kitchener London Oshawa Saint John Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	BARRIE ← Charlottetown Lethbridge North Battleford Prince Albert Rivière du Loup Theftord Mines- Megantic-St. Georges Yorkton	→ BRANDON → CHATHAM Moose Jaw Red Deer Regina Saskatoon		
MINOR AREAS * (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge BRAMPTON ← Bridgewater Campbellton Chilliwack Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince Rupert Quebec North Shore Rimouski St. Stephen Ste.-Agathe- St.-Jérôme Sault Ste. Marie Simcoe Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Weyburn Woodstock, N.B. Yarmouth	→ CENTRAL VAN- COUVER ISLAND → CRANBROOK Drumheller Galt Goderich → KAMLOOPS → LACHUTE-STE. THERESE Listowel Medicine Hat → PRINCE GEORGE St. Hyacinthe St. Jean St. Thomas Stratford Swift Current Walkerton Woodstock- Ingersoll	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 339 of this issue.

occurred during the month. Outside construction was hampered by extreme weather conditions. The fishing industry showed little improvement during the month; landings were reported to be well below average.

Halifax (metropolitan) remained in Group 2. The employment situation in this area remained much more favourable than in other parts of the region. All plants in the area operated steadily during the month, and some showed a build-up of employment. The Halifax shipyards remained quite active as several small repair jobs were received during the month. Weather conditions favoured logging during February. An improvement in the lumber market was the main reason for the steady pace of logging activity this winter. While the local demand for lumber has shown considerable strengthening, there has been little change in the export market.

QUEBEC



Employment in the Quebec region remained stable during February, a time at which it usually declines. An estimated 1,526,000 persons had jobs in the week ended February 21, 1959, a figure virtually unchanged from the previous month but 41,000 more than in February last year. All of the gain in employment over the year originated in non-farm industries, particularly in trade, finance and service industries.

Activity was higher than last winter in highway and residential building construction. Although housing starts in February were some 6 per cent lower than a year ago, partly due to the inclement weather, work on completions and winter projects more than offset this decline.

Employment in forestry showed an improvement during the last quarter of 1958 and, during January and February, remained on about the same level as the year before.

Manufacturing employment was more than 5 per cent lower during the last quarter of 1958 than in 1957. In January and February some improvement was reported in iron and steel, shipbuilding and aircraft manufacturing, although employment in these industries was substantially lower than in 1957. Employment in textiles turned up earlier than last year, with a particularly marked improvement in the clothing industry (in part due to the early Easter). Shipments in the last quarter of 1958 were, on the average, some 6 per cent higher than the corresponding period in 1957 and local reports indicate considerably higher production in the first two months of 1959.

Employment in the wood products industry rose above the level of the previous year during the last two months of 1958. Higher employment in sawmills contributed much to this improvement. Employment became firmer

in pulp and paper mills and the work week increased during the last quarter of 1958, although at the end of the year employment was still 2 per cent lower than a year earlier.

Employment in 1958 remained well below the level of the previous year in the non-ferrous metal products industry. Although there has been no noticeable improvement in the demand for aluminum, recent months have seen some strengthening in the copper market. Another encouraging development occurred in Sorel, where plans got under way to resume operations at a titanium plant; about 400 employees will be recalled gradually. Employment was declining in heavy electrical apparatus manufacturing, which has been adversely affected by the reduction in construction of new power and generating facilities.

Total unemployment in the region was not very different from the same time last year; it was lower in 15 of 24 local labour market areas and higher in Montreal and eight other areas. At the end of February, the area classification was as follows, (last year's figures in brackets): in substantial surplus 21, (23); in moderate surplus 3, (1).

Local Area Developments

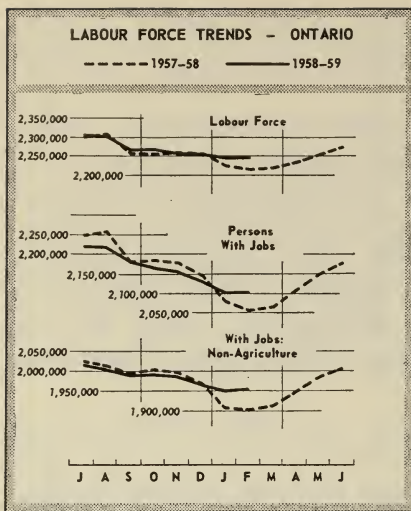
Montreal (metropolitan) remained in Group 1. Unemployment declined slightly during February. Seasonal employment declines in construction and transportation industries were more than offset by increases in manufacturing, particularly in secondary textiles. Gains were also reported in leather and shipbuilding industries, along with some improvement in the iron and steel industry.

In January industrial employment in the area was some 5 per cent below the previous year's level. Employment in construction, finance and service industries showed marked gains over the year; it was also higher in both primary and secondary textiles. Sharp declines were registered in other parts of manufacturing, particularly in the transportation equipment, and iron and steel industries.

Quebec-Levis (metropolitan) remained in Group 1. Registrations at National Employment Service offices increased slightly during February but were about 5 per cent lower than at the same time last year. During the month shoe and clothing plants increased employment while the Montmorency cotton mill laid off some 50 workers. In Levis work on new shipbuilding contracts was under way, resulting in the rehiring of several hundred workers.

ONTARIO

Employment in Ontario remained stable during the month and was much higher than last year. The number of persons with jobs at February 21 was estimated to be 2,101,000, virtually unchanged from the previous month but about 44,000 higher than a year ago. Non-farm employment showed a gain of 54,000 over the year, whereas farm employment declined by 10,000. The number of persons without jobs and seeking work increased fractionally



from the previous month but was appreciably lower than at the same time last year.

Economic conditions continued to improve over last year. The improvement extended to industries which had been most affected by the recession, including iron and steel and consumer durables. The steel industry operated at a high percentage of capacity, with some plants working at full capacity. Orders for flat-rolled steel were running high, resulting in extended delivery dates; the demand for structural steel and rails was less strong. Motor vehicle production rose by about 9 per cent over the month and was 22 per cent higher than last year; total production during the first two

months of 1959 increased by about 15 per cent over the same period last year. Production of farm implements increased steadily and the industry was making plans for further expansion. There was, however, as yet little improvement in the production of heavy machinery, machine tools, and railway rolling stock and equipment. Layoffs occurred at a number of aircraft feeder plants during the month owing to the cancellation of AVRO contracts.

Construction activity remained at a high level, although housing starts were lower than in the previous month and much lower than in the same month last year. The decline occurred in part because of severe weather conditions and in part as a result of a decline in direct loans by Central Mortgage and Housing Corporation. Forestry operations were greatly hampered by heavy snow during February.

Three of the 34 areas in the region were reclassified during the month, one of them to a category denoting an employment increase. At March 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 16 (12); in substantial surplus, 18 (22).

Local Area Developments

Metropolitan Areas (Classification unchanged): *Hamilton* (Group 1)—The employment situation improved during the month and was somewhat better than a year ago. The steel plants were working at capacity but the over-all demand for labour was low. The farm implements industry was planning new expansion. There were signs of new activity in the heavy machinery producing industry. The automobile plant greatly increased its production. Home appliances and small motors producing industries were very active.

Ottawa-Hull (Group 2)—Employment underwent little change during the month but was higher than last year. The demand for labour was very strong for this time of the year. Conditions in the construction industry were much better than last year but progress was retarded by cold weather and heavy snow. Severe weather conditions also hampered the log drive in the Hull area. The manufacture of newsprint and other paper products continued at the high level of the previous month.

Toronto (Group 2)—Employment remained virtually unchanged during the month and was slightly higher than

last year. In manufacturing, there was a gradual increase in activity in the iron and steel products industry, with the exception of structural steel. Light manufacturing showed a general improvement. A substantial number of hirings took place in the agricultural implements and fabricated steel industries. Some layoffs occurred in ferrous metal products. Heavy layoffs occurred in the aircraft industry following the cancellation of AVRO contracts. *Windsor* (Group 1)—The employment situation continued to improve over the month and was much better than a year ago. Unemployment remained high, however. The motor vehicle industry was operating at a high level throughout the month, and the non-automotive industries showed increasing strength.

Barrie (major agricultural) was reclassified from Group 2 to Group 1. The decline in construction, due to severe weather conditions, was mainly responsible for the reclassification.

Chatham (major agricultural) was reclassified from Group 1 to Group 2. Stepped-up production at a local truck plant and an increase in automobile parts production brought the area into the moderate surplus category.

Brampton (minor) was reclassified from Group 2 to Group 1.

PRAIRIE

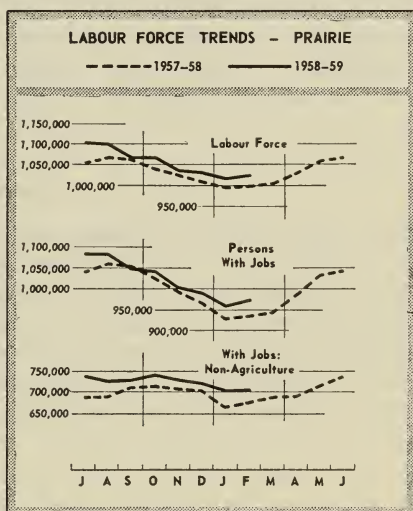
In the Prairie region the seasonal employment decline appeared to have ended in February. The first rise in the estimate of total employment since July, amounting to 14,000, brought the February 21 total to 975,000. This figure was 43,000 higher than a year earlier. The expansion in farm employment, which was a month earlier than in the two previous years, was much larger than the urban increase.

Farmers were hiring men to overhaul machinery and to clean seed in preparation for spring planting, and some married couples were being taken on earlier in anticipation of possible difficulties in obtaining suitable help later.

Crude oil production for the month was higher than last year and well-drilling activity was at about the same level. The number of geophysical crews at mid-month was down 20 per cent from the same time in 1958.

Higher volume of output in meat packing, farm machinery, textiles and clothing added strength to manufacturing employment. The year-earlier level reached in January was exceeded in February, although some weakness was evident in paper production. Construction employment also strengthened from January, when it exceeded the level of the year before by 8.5 per cent.

In general, the employment increase in the month took place on farms and in the larger cities. A continuation of the seasonal decline was still evident in the small towns and in some agricultural centres which were not yet affected by the pickup in agriculture. The classification of the 20 areas



in the region remained unchanged during the month, and at March 1 was as follows (last year's figures in brackets): in substantial surplus 11 (15); in moderate surplus 9 (5).

Local Area Developments

Calgary (metropolitan) remained in Group 2. Employment at mid-winter this year was well above last year's low level, mainly as a result of a greater volume of construction and a year-to-year improvement in manufacturing. Although January housing starts were down 19 per cent from the same month last year, the carry-over from previous months kept the number of units under construction at the beginning of February 41 per cent higher than last year. Structural steel and other building supply industries were busy. Clothing manufacturers were at full capacity.

Edmonton (metropolitan) remained in Group 1. A labour dispute involving plumbers and steamfitters was settled. Construction was sustained by the 49 per cent more houses under construction at the beginning of February than a year earlier. This, along with improvement in manufacturing, kept the number of male workers registered at the local office of the National Employment Service down 14 per cent from February of last year. Because of a larger registration of female workers, the total decline amounted to 9.5 per cent.

Winnipeg (metropolitan) remained in Group 1. Registrations at the National Employment Service rose slightly from the January figure but were down 13 per cent from last year. January housing starts were 147 per cent above the number for the same month a year before, and the number of units under construction at the end of the month was 64.2 per cent higher. The needle trades were busy and farm machinery production increased seasonally.

Port Arthur and Fort William (major industrial) remained in Group 1. During the month the winter's pulp-cutting operations neared completion and the grain elevators were filled to near capacity. Consequent layoffs added to unemployment in the district. A shipyard and the railroads also reduced staff, although these reductions were balanced by hirings at the bus and aircraft plant. Registrations at the National Employment Service were up 4.5 per cent over the same time last year.

PACIFIC

A continued rise in activity in the Pacific region was reflected in a substantial rise in employment and a further decline in unemployment. In mid-February an estimated 503,000 persons had jobs, 11,000 more than in the previous month and 21,000 more than a year earlier. With allowances for seasonal variation, employment at this date was back to the high level of 18 months ago.

Most of the improvement in February stemmed from increasing lumber production, an early re-opening of logging camps, and an upswing in construction. Continued strength of the housing program in Canada, and increases in all kinds of construction in the United States, have been the main sources of demand for British Columbia lumber. In spite of declines in other product markets, total lumber shipments in the last half of 1958 were one-third higher than in the same period of 1957.

As a result of a cutback in resource development and power projects, construction employment in early January was down 18 per cent from last year. Some pick-up was reported in February, principally in Vancouver-New Westminster. Most of the strength was in housing, although there was also some increase in larger construction projects.

Employment in mining, smelting and shipbuilding dropped more sharply over the past 18 months than in most other industries, and although the contribution of each industry to the total employment decline was relatively small, the combined effect was considerable. Further layoffs were reported in these industries during February, but there were expectations of re-hiring in coming months.

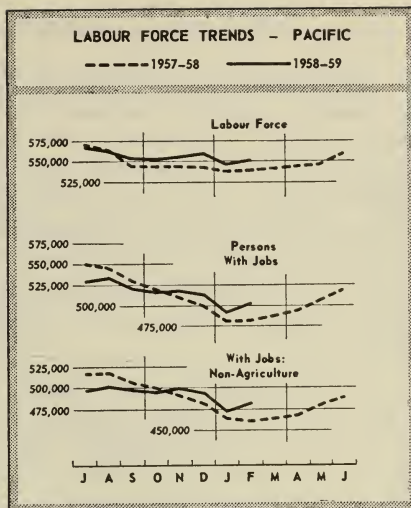
Unemployment in the region continued to decline during the month and was considerably lower than a year earlier in all parts of the region. As in other regions, however, the amount of unemployment was considerably greater than two years ago. The classification of local areas at the end of February was as follows (last year's figures in brackets): in substantial surplus, 5 (9); in moderate surplus, 5 (2); in balance, 1 (0).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 1. The effect of the general upswing on unemployment in the region was most marked in this area. Registrations at the National Employment Service office, which showed a continued decrease of more than 10 per cent during the month, indicate the re-employment of more than 1,300 lumbering workers and 1,500 construction workers. Shortages of some logging skills had developed by the end of the month. The surplus of construction workers was still large, although not as large as in February 1958. Construction employment in the area has been close to last winter's level and building permit values indicate a further improvement in coming months. Little change was apparent in the level of activity in shipbuilding and iron and steel products, the industries in which employment losses have been heaviest during the past year.

Victoria (major industrial) remained in Group 2. Employment in January was slightly lower than a year earlier and little over-all change occurred in February. The three shipyards in the area laid off small numbers of workers but the start of work on new contracts at the end of the month stabilized the employment level and greatly improved the outlook.

Prince George, Central Vancouver Island, Kamloops, Cranbrook (minor) were reclassified from Group 1 to Group 2. Reduced unemployment in all of these areas was the result of an early and strong upturn in logging, lumbering and construction. In most larger firms employment was higher and the prospects were considerably brighter than at this time last winter.



Labour-Management Relations

Although some important settlements occurred during February, the more noteworthy events of the month were two prolonged strikes, both continuing from January. One involved the Canadian Broadcasting Corporation in Montreal and the other the pulp and paper industry's logging operations in Newfoundland. The CBC strike was resolved early in March but, at the time of writing, the situation in Newfoundland was still uncertain. Major settlements occurred during the month in the mining, rubber and lumber industry, among others. The agreements in the rubber industry were significant in that they were for one year only in contrast to the longer duration of many recent agreements.

In the rubber industry, important settlements were reached between the United Rubber Workers' Union and the Goodyear Tire and Rubber Company of Toronto and the Firestone Tire and Rubber Company of Hamilton. The Goodyear agreement, covering 1,700 workers, provides hourly increases of 5 cents for production workers and 11 cents for skilled trades. The Firestone settlement, covering approximately 1,000 workers, provides hourly increases of 5½ cents and 8 cents for piece workers and production workers respectively. During February, bargaining was under way between the Dunlop Rubber Company in Whitby and Toronto and the same union. Bargaining is expected to begin shortly with the Dominion Rubber Company establishments in Kitchener and Montreal involving the same union, while negotiations are in progress at this company's St. Jerome plant, involving the Federal Rubber Workers' Union. The latter union is also in negotiation with the British Rubber Company, Montreal.

In the gold mining industry, the United Steelworkers of America reached agreement with the MacIntyre Porcupine Mines of Timmins, Ont., providing for wage increases for 1,100 workers totalling 13 cents an hour over the two-year duration of the agreement. In the base metals industry the International Union of Mine, Mill and Smelter Workers concluded negotiations with the Consolidated Mining and Smelting Company of Canada in separate agreements covering the plants at Trail and Kimberly, B.C. The settlements cover some 4,300 workers and provide wage increases totalling 12 cents an hour over their three-year duration. Provision was made for three weeks vacation after 10 years of service and the company agreed to contribute a further 2½ cents an hour to the sick leave plan. Collective bargaining will continue in this industry, since negotiations are now under way between the United Steelworkers of America and Noranda Mines Limited and Hollinger Mines, and agreements will soon terminate between the United Steelworkers and the Quemont Mining Corporation and the Normetal Mining Corporation, both in Quebec, and Steep Rock Iron Mines in Ontario.

The strike involving the logging operations of the Newfoundland pulp and paper industry has been complicated by the passage of legislation in the provincial Legislature decertifying the International Woodworkers of America, which had recently been certified as the bargaining agent of the logging employees of the Anglo-Newfoundland Development Company, one of the two large pulp and paper companies in the province. The IWA considers the strike to be still in effect; but a rival organization, the Newfoundland Brotherhood of Woodworkers, has been established and has reached an agreement with the company embodying a wage increase of 5 cents per hour. The strike

Bargaining Status of Major Agreements Reviewed, February 1959

B = Bargaining, P/C = Post Conciliation, C = Conciliation, W/S = Work stoppage.
A = Arbitration, Ex = Negotiations Expected. Brackets indicate information not confirmed.

Company and Location	Union	Status
Anaconda American Brass Co., New Toronto.....	U.A.W.....	P/C
Anglo-Newfoundland Development Co.....	I.W.A.....	W/S
Atomic Energy of Canada, Chalk River, Ont.....	Various Unions.....	Ex
B.C. Telephone Co.....	Telephone Workers.....	B
Bowater's Newfoundland Pulp and Paper, Corner Brook, Nfld.....	Various Unions.....	P/C
Canadair Ltd., St. Laurent, Que.....	Machinists.....	C
Canadian Broadcasting Corporation.....	ARTEC.....	Ex
Canadian Broadcasting Corporation.....	NABET.....	C
Canadian Cannery (Western) Ltd., Vancouver.....	Packinghouse Workers.....	C
Canadian Car and Foundry Ltd., Montreal.....	Railway Carmen.....	C
Canadian Cottons Ltd., Cornwall and Hamilton.....	T.W.U.A.....	B
Canadian National Railways.....	Locomotive Engineers.....	C
Canadian Pacific Railway.....	Railroad Trainmen.....	B
Canadian Vickers Ltd., Montreal.....	Vickers Employees CCCL.....	B
Canadian Vickers Ltd., Montreal.....	Various AFL Unions.....	B
City of Edmonton.....	N. U.P.E.....	Ex
City of Montreal.....	Muni. Empl. CCCL.....	B
City of Vancouver.....	Civic Empl. Union.....	C
City of Winnipeg.....	N. U.P.S.E.....	Ex
Communauté des Soeurs de Charité de la Provi- dence, Montréal.....	Employees Association.....	Ex
Dominion Engineering Works Ltd., Lachine, Que..	Machinists.....	Ex
Dominion Bridge Co. Ltd., Lachine, Que.....	Steelworkers.....	Ex
Dominion Coal Co. Ltd., Nova Scotia.....	Mineworkers.....	B
Dominion Rubber Co. Ltd., St. Jerome, Que.....	Federal Rubber Workers.....	C
Dominion Textile Co. Ltd., Montreal.....	U.T.W.A. and CCCL.....	A
Dominion Wabana Ore Ltd., Bell Island, Nfld..	Steelworkers.....	Ex
Edmonton Builders Exchange.....	Carpenters.....	B
Edmonton Labour Bureau.....	Plumbers.....	W/S
Electro-Metallurgical Co., Welland, Ont.....	U.E.....	B
Falconbridge Nickel Mines Ltd.....	Mine Mill.....	C
Garment Mfrs. Assoc. of Western Canada, Winnipeg.....	Clothing Workers.....	C
General Contractors Association, Vancouver, Edmonton and Calgary.....	Hod Carriers and Carpenters.....	B
Hamilton General Hospital.....	N. U.P.E.....	B
Heavy Construction Association, B.C.....	Operating Engineers.....	B
Heavy Construction Industry, Vancouver, B.C.....	Teamsters.....	B
H. J. Heinz of Canada Ltd., Leamington, Ont.....	Packinghouse Workers.....	B
Hollinger Consolidated Gold Mines, Timmins, Ont.....	Steelworkers.....	P/C
International Harvester Co., Hamilton, Ont.....	Steelworkers.....	Ex
John Inglis Company Ltd., Toronto.....	Steelworkers.....	B
Lakehead Builders Exchange.....	Carpenters.....	B
Lakehead Terminal Elevators Association.....	Steamship Clerks.....	C
Labour Bureau, Vancouver, B.C.....	Plumbers.....	B
Labour Relations Association (St. Lawrence Sea- way Project) Ont.....	Allied Construction Council.....	Ex
Manitoba Telephone System.....	Telephone Workers.....	Ex
Metropolitan Board of Commissioners of Police, Toronto.....	Police Association.....	A
Montreal Cottons Limited.....	U.T.W.A.....	A
Noranda Mines Ltd., Noranda, Que.....	Steelworkers.....	B
Northern Electric Co. Ltd.....	Office Employees.....	B
Old Sydney Collieries Ltd.....	Mine Workers.....	B
Polymer Corp. Ltd., Sarnia.....	Oil, Chemical & Atomic Workers.....	P/C
Price Bros. Co. Ltd., Kenogami, B.C.....	CCCL.....	Ex
Province of Saskatchewan.....	Civil Servants CLC.....	B
Quebec Hydro Electric Commission.....	Employees Assoc.....	B
Saskatchewan Government Telephones.....	Communications Workers.....	B
Shawinigan Chemical Ltd., Shawinigan.....	Chemical Workers CCCL.....	B
Trans-Canada Airlines, Montreal.....	Machinists.....	Ex
Toronto General Hospital.....	Building Service Employees.....	C
Vancouver Automobile Dealers.....	Machinists.....	B
Vancouver Contractors.....	Painters & Decorators.....	B
Various Dairies, Toronto.....	Teamsters.....	B
Various Moving & Storage Cos., Vancouver, B.C..	Teamsters.....	C

has been characterized by considerable bitterness and some violence. The enactment of special legislation in the Newfoundland Legislature has caused a good deal of controversy, and has elicited strong criticism from organized labour.

On a smaller scale, some logging operations in Northern Ontario have been interrupted by strike action since early in January. Approximately 450 woodworkers, members of the Lumber and Sawmill Workers Union, a local of the United Brotherhood of Carpenters and Joiners, have been on strike against the Marathon Corporation of Canada. The Ontario Labour Relations Board has declared that the stoppage is illegal because it occurred before the completion of conciliation procedures. A conciliation board met early in March in an effort to end the work stoppage. While it is reported that some workers have returned to their jobs, at the time of writing the work stoppage was still under way.

The same union of carpenters and joiners recently signed a two-year agreement with the Abitibi Power and Paper Company affecting 2,000 workers and providing a 5-cent hourly wage increase retroactive to May 1958 and a wage re-opener on May 1, 1959.

Under the terms of the Quebec Collective Agreements Act, an important agreement was reached on wages and working conditions covering 50,000 workers in the Montreal area building trades. The new terms provide hourly wage increases totaling 25 cents spread over a two-year period ending March 31, 1961.

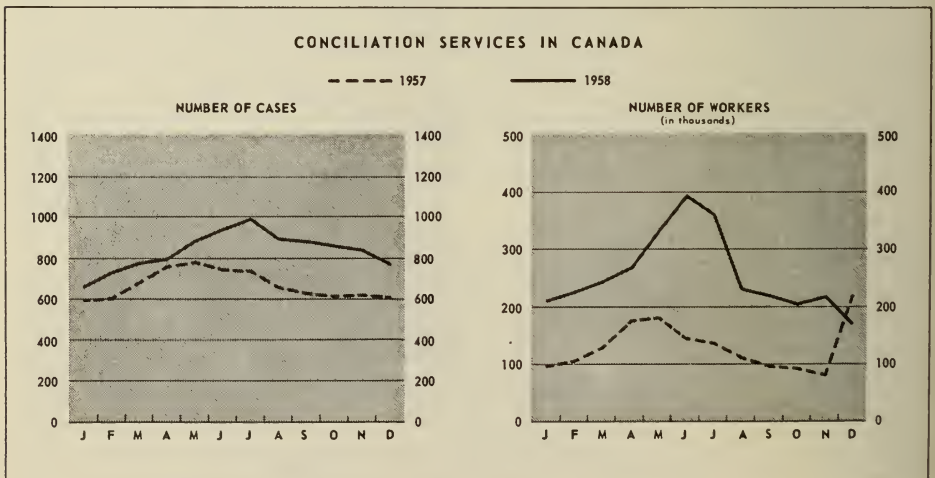
Strike action was narrowly averted with the signing on March 9 of a two-year agreement between the Canadian Westinghouse

Company and the United Electrical, Radio and Machine Workers. The agreement, affecting 4,000 workers in Hamilton, 60 in Toronto and 200 in London, provides an increase of 17 cents an hour on the basic wage rate of \$1.61, effective from the date of settlement, along with \$60.00 per employee for that part of the wage increase made retroactive to April 22, 1958; an added 6 cents an hour will be applied to the basic wage on March 9, 1960. Some 100 tool and die makers have received a further 8-cent-an-hour increase. Shift premiums were increased and there were other improvements in fringe benefits.

The United Automobile Workers Union has once again refused to participate in conciliation board proceedings, this time in negotiations with the Cockshutt Farm Equipment Co. of Brantford. UAW negotiators walked out of conciliation board hearings shortly after the meeting had convened. The union has claimed that the number of clauses in dispute would prevent the board from effectively carrying out its operations at this time.

Almost 1,900 workers, employees of the government-owned Polymer Corporation, Sarnia, manufacturers of synthetic rubber, walked off the job on March 18. The bargaining agent, the Oil, Chemical and Atomic Workers International Union, is asking for wage increases amounting to 12 cents an hour to bring Polymer rates into line with what the union says are paid in oil refineries.

The Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen have signed a two-and-a-half year agreement covering firemen and enginemen in the Eastern region, providing for a 4-cent-an-hour wage increase retroactive to July 4, 1958 and a 7½-per-cent increase based on the July 1958 wage.



NOTES OF CURRENT INTEREST

Municipal Winter Works Plan Creates Jobs for 30,000

Up to the beginning of March, 1,703 projects under the Municipal Winter Works Incentive Program had been approved, Hon. Michael Starr, Minister of Labour, announced in the House of Commons on March 3.

Total cost of the projects is \$70 million, and 30,091 persons will be engaged on them.

Of the 1,703 projects, 2,044 are in New Brunswick, 5,336 in Nova Scotia, 17 in Newfoundland, 169 in Quebec, and 218 in British Columbia.

As of February 27, the approved projects provided 1,400,000 man-days of work.

Under the provisions of the Winter Works Incentive Program, the federal Government reimburses municipalities one half of the direct payroll costs of the municipality, during the period December 1, 1958 to April 30, 1959, for projects that would not normally be undertaken during the winter and that are designed to create additional employment during this period of the year.

Such projects include needed public projects that municipalities were planning to undertake some time in the future but which can be undertaken this winter, new projects that can be undertaken this winter, and additional work on existing projects over and above the work that would have been carried out in any event this winter.

The following categories of projects are covered: construction of major reconstruction of streets, sidewalks and roads, other than arterial roads; construction and major reconstruction of water, sewage and storm sewage facilities not including buildings; and construction and development of municipal parks.

Another provision is that the bulk of those employed under the plan must be unemployed at the time they are hired; payments to year-round employees of the municipalities are not to be included as part of the direct payroll costs.

Preference is given to projects providing the greatest amount of employment, and priority is given to projects in areas where unemployment is particularly high.

Provincial governments are relied on to ensure that prevailing wage rates apply on the winter work projects.

Labour Legislation Forecast At Opening of Legislatures

Three more provincial Legislatures opened last month, in Alberta on February 5, in Prince Edward Island on February 10 and in New Brunswick on February 12. The Throne Speeches in all three contained references of interest to Labour.

The British Columbia Legislature opened January 22; the Ontario Legislature, January 27 (L.G., Feb., p. 121 and 122). The Throne Speech at the Opening of the Quebec Legislature last November 19 contained no reference to labour legislation.

The Alberta Government, the Throne Speech declared, "has initiated an extensive winter works program and has arranged for the continuation of work on various projects normally discontinued during winter months".

Legislation to divide the Alberta Department of Industries and Labour into two separate departments—a Department of Industry and Development, and a Department of Labour—will be introduced, the Speech forecast.

Announcement that the National Hospital Plan would be put into operation in Prince Edward Island this year was made in the Throne Speech opening the province's Legislature. Also forecast was the setting up of a program to help young persons to get established on farms.

Amendments to the province's Workmen's Compensation Act to increase benefits to widows and children will be introduced in the New Brunswick Legislature, the Throne Speech announced.

Unemployment in U.S. Highest For Any January since 1941

There were 4,724,000 persons unemployed in the United States in January, 616,000 more than in the previous month. It was the largest number for any January since 1941, according to figures released by the U.S. Departments of Labor and Commerce.

The number of persons with jobs fell by 1,300,000 to 62,700,000 with the release of Christmas workers from retail stores and post office jobs, and further cutbacks in outdoor work.

In Britain, unemployment fell by 12,000 between January 12 and February 9.

Recent Changes in Engineering Manpower Title of New Report

A continuance in the immediate future of the present generally balanced labour situation for engineers appears likely, according to available information; but any sharp expansion in economic activity, particularly if accompanied by a rise in private investment, might bring about a recurrence of the shortage that prevailed during most of the past decade.

This is one of the main conclusions stated in *Recent Changes in Engineering Manpower Requirements and Supplies in Canada*, a report just published by the Department of Labour. The report is Professional Manpower Bulletin No. 4 in the series issued as part of the Research Program on the Training of Skilled Manpower. (Previously issued reports in the series are listed in the *LABOUR GAZETTE*, Nov. 1958, p. 1252).

A summary published in the *LABOUR GAZETTE* for December 1958, p. 1330, covered much of the ground covered by this latest report. The bulletin, which brings up to date information contained in two previous reports, is based on new data obtained from three sources.

One of these sources is a newly completed survey of requirements for engineering and scientific manpower—one of a series of such surveys conducted every two years by the Department.

Another source is a survey of engineering and science students in their final year at Canadian colleges and universities carried out in the spring of 1958 and designed to elicit information about the plans and experience of such students with regard to employment.

A third source of information drawn upon was the records of the National Employment Service concerning the employment of engineers, particularly with regard to the ratios of vacancies to job applicants for the years 1950 to 1958.

The bulletin is divided into three sections: The Situation in Perspective, The Changing Supply of Engineers, and Demand for Engineers. A chapter is added on Utilization of Engineers.

The first section is divided into three chapters: The Recent Past, The Current Situation, and The Outlook. In the second section there are four chapters: Graduate Engineers, Immigration and Emigration, Non-University Engineers, and Total New Supply.

Chapter headings in the third section are: Net Requirements for Engineers, Recruitment Difficulties, National Employ-

ment Service Statistics on Engineers, Openings for New University Graduates, Future Plans of Graduating Students, and Trend of Weekly Earnings and Engineering Starting Salaries.

Copies of the publication may be obtained from the Queen's Printer, Ottawa, at 25 cents each.

West Coast Woodworkers Adopt "No Contract, No Work" Policy

The International Woodworkers of America will endeavour to complete every phase of this year's wage negotiations, including the holding of the government-supervised strike vote, by June 15, expiry date of current contracts, it was decided at the 22nd annual convention of the union's British Columbia District, held last month at Vancouver.

The union would adhere to a "no contract, no work" policy, the convention declared.

District President Joe Morris stressed in his address to the delegates that a substantial wage increase must be won this year because no increase was provided in last year's contracts. He warned that determined opposition could be expected from the employers.

A resolution backing the Canadian Labour Congress decision to set up a political party received the support of the convention, although some delegates voiced opposition.

The convention rejected a resolution to make "moonlighters" subject to union fines, but passed a resolution that requested government action to prohibit anyone working more than 40 hours a week in two jobs.

Another resolution asked that penalties be established against persons or corporations found guilty of violation of combines legislation that would result in the effective application of the legislation's intent.

Convention urged that the Canadian Labour Congress send a union delegation to China and other Far East countries to gather "indisputable" facts on trade opportunities there. A resolution, passed unanimously, said the delegation should return with definite information on what, and how much, could be sold. The facts it gathered would be placed before the governments of Canada.

Delegates were advised to study the labour courts of Australia and New Zealand but were warned to beware of their introduction in Canada. A resolution said such courts for this country were supported by management officials for the purpose of

developing "a new arena in which they can continue to bind the hands of the working people".

A resolution on the province's forest program declared that the provincial Government must institute strict control over the forests, and recommended that a committee be set up to study proposals made by the late Gordon Sloan, provincial forestry adviser.

The convention authorized the union's executive to press for a complete forest utilization and regeneration program.

Other resolutions adopted called for a plebiscite on the question of private or public development and ownership of the province's power resources; and for a unified Canadian system of publicly owned telephone service.

Joe Morris was nominated for his fourth term as District President; he was unopposed. George Mitchell was also unopposed when nominated for re-election as Secretary-Treasurer. Voting for other positions in which there were contests will be conducted by referendum.

ILWU Seeking to Organize All Dock Workers on West Coast

Organizing the unorganized waterfront workers on Canada's West Coast will be a major goal of the International Longshoremen's and Warehousemen's Union, it was decided at a convention of Canadian ILWU locals at Vancouver last month. Eventual unification of all the Union's Canadian locals is another aim.

The ILWU estimates that some 3,000 waterfront and allied workers are not members. The convention instructed Canadian officers of the Union to set up committees to conduct the organizing drive.

The convention decided also to:

—Work out plans for central negotiating committees, with the object of area-wide negotiations at the earliest possible time.

—Request an increase in the number of dock inspectors as a means of improving safety on the waterfront.

—Conduct research into ways and means for ILWU members to "share in the fruits of increased mechanization and automation".

—Seek higher unemployment insurance benefits.

—Seek higher wage differentials in areas where, because of a remote location, the cost of living is higher.

—Urge members to work for and support candidates pledged to a pro-labour program.

Two Marine Unions Considering Merger with Railway Employees

First steps towards merger with the 35,000-member Canadian Brotherhood of Railway, Transport and General Workers were taken last month by two smaller unions, the National Association of Marine Engineers of Canada, Inc. (1,500 members) and the Shipyard General Workers' Federation of British Columbia (3,000). All are affiliates of the Canadian Labour Congress.

Meeting in Toronto, the national council of the Marine Engineers approved a proposal to merge with the Transport Workers. The proposal has yet to be approved by the Association's members.

At a meeting in Ottawa a week later, representatives of the Shipyard Workers and of the Transport Workers reached agreement on a program of co-operation that could lead to future amalgamation of the two groups. Officers of the Marine Workers' Federation, an organization of 2,600 shipbuilding workers in the Maritimes, were scheduled to participate in the Ottawa talks but were unable to attend. However, they telephoned their support of the action.

Steelworkers Offer to Link Wages to Labour Productivity

A pledge that "if price stability can be assured the union will not need to seek wage increases to compensate for inflation losses" and a proposal that wages in the steel industry should be coupled with labour productivity were recently offered by the United Steelworkers of America as part of its share in an anti-inflation plan to be carried out with the co-operation of business and management.

The offer was made in a brief presented to Hon. Gordon Churchill, Minister of Trade and Commerce, in which the Government was asked to begin an immediate investigation of steel prices to determine whether, and if so to what extent, the increases in the price of steel during the past few years had been justified, particularly as based on increased labour costs.

William Mahoney, Canadian Director of the union, said that organized labour is "tired of being made the scapegoat for all the ills of our economy".

He said that government and business should start to work with the unions to find out the real causes of inflation, and to agree upon ways of stopping inflation in the future by co-operative action. The union contended that the terms of the present contract, which runs until 1961, will allow the industry to reduce prices during the three-year period.

NUPE Wants Jobless Insurance Mandatory for Civic Workers

A change in the Unemployment Insurance Act that would make it mandatory to include civic employees and hospital workers in coverage of the Act was requested last month in a brief submitted to the federal Government by the National Union of Public Employees.

Robert P. Rintoul, the Union's National Director, said the union delegation was assured by Labour Minister Starr that its suggestion would be given every consideration.

CCA Brief to Cabinet Makes References to Labour Matters

Disappointment that no mention had been made by the federal Government of any intention to introduce legislation at the present session of Parliament for early and "urgently required" revision of the Federal Labour Code was expressed in the brief presented to the Cabinet in February by the Canadian Construction Association.

The submission also pointed out the importance of the construction program to the Canadian economy—some \$7 billion will be spent on construction this year, giving direct employment to more than 600,000—and dealt with housing, highways, labour relations, wintertime construction, and taxation.

The brief suggested that federal labour legislation should clarify the illegality of picketing and strikes in various forms, require labour unions to obtain civil status as a legal entity, prohibit the closed shop, and prevent work stoppages in essential public services and utilities.

Jurisdictional disputes in the construction industry, the brief noted, should be settled in Canada by a joint board "rather than by one in Washington". Similarly, the CCA advocated the restoration of the National Joint Conference Board of the Construction Industry, dormant since 1949, which would give "representation on a national basis" to construction trade unions.

Hours of work on federal projects should conform with those established by local agreements or regulations. The absolute restriction to an eight-hour day and 40- or 44-hour week is unsuitable for seasonal work like road-building, discourages wintertime construction and increases construction costs unnecessarily, the brief asserted.

In its winter work campaign, the Government should seriously examine the possibility of offering financial incentives to private owners as well as to municipalities. (This recommendation was first made by

the Association at last year's National Winter Work Conference.) "There is greater scope for results in an incentive scheme if introduced into the privately financed construction field," the CCA believed.

As an example of such an incentive the Association suggested an extra depreciation allowance based on the construction workers' payroll amount for the project for the winter months.

CMA Urges No Tax Increase, Removal of Some Excise Duties

No increase in either corporation or personal income tax rates, and abolition or substantial reduction in excise taxes—especially on automobiles—were requested by the Canadian Manufacturers' Association in its annual pre-Budget submission last month to the Minister of Finance.

The 18-page brief dealing with government expenditures, taxes and tariffs also urged the addition to the list of articles exempt from sales tax the following: materials that enter into the cost of manufacture or production of goods, and all building materials and articles and materials entering into their manufacture.

The CMA suggested amendment of the tariff "in such a manner as to restore the protection which the special or dumping-duty provisions were originally designed to give Canadian manufacturers and producers".

The submission also recommended "no additional welfare expenditures while government accounts remain in such serious imbalance" and stressed the necessity for effecting economies in government expenditures. In this connection the CMA recommended that a Royal Commission be appointed to inquire into the present organization and methods of administration of departments of the federal Government.

Ontario Lawyers Urge Retention of Judges on Conciliation Boards

Lawyers attending the Ontario mid-winter meeting of the Canadian Bar Association approved by a vote of 105 to 93 a resolution urging that judges be retained as chairmen of arbitration and conciliation boards.

The federal Minister of Justice would like to see judges give up their posts on various boards, John H. Osler of Toronto, sponsor of the resolution, believed; but neither the Minister nor anyone else was having much success in finding qualified experts to replace the judges, he said.

AFL-CIO Council Suggests Steps To Alleviate Unemployment

Asserting that unemployment was a greater problem than inflation, the AFL-CIO executive council, at its mid-winter meeting last month in San Juan, Puerto Rico, decided:

1. To call a mass meeting in Washington "to collectively dramatize the desperate plight of millions of unemployed workers ... and to petition the President and Congress to take immediate, effective steps to get America back to work".

2. To demand amendments to the Fair Labor Standards Act to raise the minimum wage to \$1.25 an hour and to establish a five-day, 35-hour work week, and to extend its coverage to another 7.6 million workers.

3. To seek federal standards for unemployment insurance benefits.

4. To support demands by affiliates for substantial wage increases.

Disagree with U.S. President

The council emphatically disagreed with President Eisenhower's insistence on a balanced budget. AFL-CIO President George Meany said the U.S. Administration's economic policies would lead to a "permanent" pool of between five and six million unemployed workers.

In other decisions, the council established a committee of four of the Federation's vice-presidents to consider the application of the International Longshoremen's Association for re-admission. The ILA was expelled from the AFL, one of the parent bodies of the Federation, in 1953 when it failed to satisfy the AFL that it had purged itself of racketeering and gangsterism.

A decision on how to deal with the question of Maurice A. Hutcheson, President of the United Brotherhood of Carpenters and Joiners, was postponed until he makes an appearance at a meeting of the council, of which he is a member. Mr. Hutcheson was one of three vice-presidents who did not attend the mid-winter meeting.

The Carpenters President and two officers of the union are under indictment in Indiana, and he had refused to testify before congressional committees.

The threat was made that the AFL-CIO would withdraw its support of the Kennedy-Ervin racket control bill if provisions amending the Taft-Hartley Act approved organized labour are removed. These include a clause giving construction unions the right to sign collective agreements before any workers are hired, and another allowing compulsory union membership

after seven days, instead of the present minimum of 30 days on certain types of work. Labour also wants a provision to be removed which bars strikers from voting in certification elections if they have been replaced by new employees, and the wiping out of the "no man's land" created by the unwillingness of the National Labor Relations Board to exercise its jurisdiction over certain types of cases.

It was reported at the meeting that in the three years since the AFL-CIO merger had taken place the Federation's membership had dropped from 15,000,000 to 13,100,000, in spite of the organizing of 1,000,000 non-union workers during that time. The loss of membership was ascribed to the effect of the recession and automation, as well as to the expulsion a year ago of the Teamsters and two other unions, with a total membership of 1,500,000.

A special levy of 1 cent a month for six months on each of the Federation's members was authorized by the council. The money is to be used to finance an organizing campaign, and to help to provide contributions to farm labour groups and unions in Asia and Africa, as well as for other special purposes.

The Council also pledged support to the United Steelworkers in the union's coming negotiations with the U.S. steel industry, and "full support and financial aid" to International Woodworkers of America in its strike in Newfoundland.

The next meeting of the council will be held in Washington in May.

January-October Imports Down 10 Per Cent from Year Earlier

Canada's imports from all countries in the January-October period of 1958 decreased 10 per cent from the previous year to \$4,311,100,000 from \$4,780,200,000.

Imports of non-farm machinery dropped to \$451,063,000 from \$547,912,000 in 1957; automobile parts, \$193,363,000 from \$218,992,000; farm implements and machinery, \$173,261,000 from \$184,234,000; cotton products, \$86,981,000 from \$87,994,000; coal, \$73,469,000 from \$100,488,000; wool products, \$54,611,000 from \$62,980,000.

Increases were shown in imports of automobiles, to \$131,340,000 from \$109,896,000 in 1957; aircraft and parts, \$82,347,000 from \$80,391,000; books and printed matter, \$74,304,000 from \$70,425,000.

Imports from the United States during the 10-month period fell to \$2,986,107,000 from \$3,422,071,000. Imports from Britain were up, but were lower from all other sections of the Commonwealth.

Urges Revamping of NES to Deal With Technological Advances

Revamping of the National Employment Service as part of a plan to train or deploy workers displaced from their jobs by technological change has been recommended by Prof. John S. Morgan, acting Director of the School of Social Work, University of Toronto. He was speaking at an educational conference sponsored by the Ontario Federation of Labour.

Prof. Morgan suggested that the Unemployment Insurance Fund has been abused by governments in order to cover up their lack of policy to deal with basic social and economic issues.

The existing programs of merely trying to find jobs or fill vacancies, Mr. Morgan thought, are not good enough to meet modern industrial conditions.

He was also critical of the assumption that seasonal unemployment is inevitably a part of Canada's work scene, and of the use of unemployment insurance to cope with the problem. Extension of seasonal benefits has reached the ludicrous point, considering that in 1958 the "season" lasted for no less than seven months, he said.

Concluding, Prof. Morgan said he believes Canada cannot hope to emerge from the second industrial revolution without serious damage unless a National Employment Service and Unemployment Insurance System are developed as a matter of Government policy to cope with the prevailing industrial expansion.

Toronto High School Girls Told Of Opportunities in Medicine

The last of four meetings during the current school term for girls in their final two years in Metropolitan Toronto high schools to assist them in planning the next step in their careers (L.G., Jan., p. 43) had as its theme "opportunities for women in medicine."

The meetings, held at the University of Toronto, were sponsored by the Toronto Business and Professional Women's Counselling Workshop.

Two women doctors and a social worker spoke at the meeting. A specialist in obstetrics and gynaecology spoke on the educational requirements for entering a School of Medicine and discussed the opportunities for women in the medical field. A doctor prominent in medical research described her work and the vocational opportunities for women as laboratory assistants. The social worker, from the Toronto General Hospital, explained the role of her profession in medical work.

Education for All to Age 16 Called for by World Youth

Free and compulsory education up to the age of 16 years is called for by a Young Workers' Charter adopted by the World Assembly of Youth at the Seventh Session of its Council, held in New Delhi at the end of last year. The charter also affirms that vocational guidance should be expanded and made compulsory, and that free vocational and technical education should be placed within the reach of all young people of both sexes.

Regarding working conditions, the charter said that the minimum age for starting work should be 16 years in general, and 18 years for work in mines, in other dangerous or unhealthful occupations, and for night work. There should be a minimum wage and a 36-hour week for young workers, and night work for women should be forbidden. There should be adequate social security and sound conditions of safety and health.

Woman Union Officer from U.K. Studies Labour Problems Here

Miss Rita Stephen of Glasgow, Scotland, a local officer of the Union of Post Office Workers, recently visited the federal Department of Labour.

On a year's leave of absence made possible by an Imperial Relations Trust Scholarship, Miss Stephen had already discussed labour problems with representatives of labour, management and government in New York, Washington, Toronto and Montreal. She will study the labour situation at first hand also on the West Coast and in the Maritimes.

124,851 Immigrants in 1958—Less than Half 1957 Total

A total of 124,851 persons emigrated to Canada in 1958, compared with 282,164 in 1957, according to the Department of Citizenship and Immigration.

The greatest number, 28,564, came from Italy, followed by the British Isles with 26,622, and Germany with 14,449. The number from the British Isles dropped by 86,206 and from Germany by 15,115.

Of the 124,851 new arrivals last year, 63,078 were destined for the labour force. The occupational group of 17,476 of them was "manufacturing, mechanical and construction"; of 11,501, service; of 9,388, labourers; of 7,553, professional; of 6,745, clerical; of 5,071, agricultural; and of 2,066, commercial.

Tax Reductions Not Practicable, Chamber of Commerce Believes

Although it was "concerned" over the high personal and corporate tax rates in Canada, the Executive Council of the Canadian Chamber of Commerce, in a brief submitted last month to the federal Government, declared that "in the face of a large budgetary and cash deficit which is obviously difficult to finance, no reductions in general tax rates are practicable at this time".

The Council also thought that Government policies should continue to stress Canada's reliance on investment from abroad, particularly from the United States. "In other words, foreign savings are needed to supplement the savings of Canadians if the high level of capital expenditures required to sustain our further growth is to be adequately financed." The "confidence factor" was very important to ensure our future growth, the brief said.

The brief also noted that because of the many conflicting forces in the economy at the present time, it was difficult to make useful recommendations in the field of monetary policy. "In this somewhat confused situation," it said, "a 'neutral' but flexible monetary policy seems appropriate for the time being..... It goes without

saying, however, that monetary policy should be vigilant in the period ahead and stand ready to help contain any inflationary pressures that might develop as the economy recovers to the point where human and material resources are almost fully employed."

The Council also told the Government, "the biggest single spender in the country," that it must set an example of restraint for other spending groups in Canada. This was a requisite "for safeguarding the value of the dollar and the cost structure of our economy".

Educational Conference

Britain's National Union of Teachers has announced details of a National Education and Careers Exhibition to be held in London from May 25 to June 4. It will be the first exhibition in Britain to be devoted exclusively to education and careers and organized on a national scale.

I.A.P.A. Annual Conference

The annual conference of the Industrial Accident Prevention Associations will be held at the Royal York Hotel, Toronto, April 6 and 7. Keynote address of the conference will be given by Don Henshaw on "The Challenge of Safety Work".

Items of Labour Interest in House of Commons

January 15—*Speech from the Throne* opening the 2nd Session of the 24th Parliament contained several references of interest to Labour. These were singled out and described in the February issue, page 121.

January 16—*Dispute between television producers* and the Canadian Broadcasting Corporation is a representation dispute, in which the Minister of Labour cannot intervene. Hon. Michael Starr says in reply to a question. Mr. Starr said he had replied to a request for his intervention from the producers and the CCCL that "there is a provision and a specific procedure established under the Industrial Relations and Disputes Investigation Act whereby disputes relating to representation and bargaining rights may be disposed of by application to the Canada Labour Relations Board... It has not been customary nor is it contemplated by the Act that the Minister of Labour should intervene in representational disputes in view of the provisions of the Act."

First news of shutdown of coal mines, affecting 4,000 men in the Glace Bay and Waterford areas of Nova Scotia, came to him in a press report, Hon. Paul Comtois, Minister of Mines and Technical Surveys, informs questioner. Inquiries into the matter would be made as soon as he was officially informed by the company, he said.

Report on social security being prepared by Dr. Robert Clark is about three-fifths completed and tabling should be expected by February 9, the Prime Minister informs questioner.

January 19—*Canadian contributions* towards assisting the economic progress of the countries of south and southeast Asia from the beginning of the Colombo Plan in 1950 to the end of 1958 amounted to \$288.2 million, Hon. Sidney E. Smith, Secretary of State for External Affairs, reports when tabling seventh annual report of the consultative committee of the Colombo Plan.

Bill C-7 to provide for pay for statutory holidays for employees and for pay for

work performed on statutory holidays introduced and given first reading.

Bill C-8 to provide for minimum wages introduced and read the first time.

Bill C-10 to amend the Canada Elections Act to extend the right to vote at advance polls introduced and given first reading.

Bill C-13 to amend the Canada Elections Act to extend the absentee voting provisions introduced and read the first time.

January 20—*Reduction in the number of weeks* required to qualify for unemployment insurance is not being considered, the Minister of Labour replies to a question.

January 21—*Bill C-16 to amend the Canada Elections Act* to extend absentee voting provisions introduced and read the first time.

National Employment Service offices have not been told not to issue unemployment figures, the Minister of Labour informed a questioner.

January 22—*Registrations at NES offices* on January 8 totalled 749,886 compared with 796,371 a year earlier, a decrease of 46,485, the Minister of Labour reported in answer to a question.

There is no objection to the publication of local unemployment figures in local newspapers, and a directive to that effect has already been issued, the Minister of Labour tells a questioner.

Quebec is now participating in winter work program and close to 100 projects will be submitted, Mr. Starr announces. Montreal is "taking the lead" in the 100 projects.

The Minister highly commended the winter work project launched by His Eminence Cardinal Leger. "He has taken action that I commend to all leaders of this country to try to help in the alleviation of this problem," Mr. Starr said.

January 23—*Twice-a-day mail delivery* will not be restored "right now," Hon. William Hamilton, Postmaster General, tells a questioner who said the restoration would help relieve unemployment.

January 27—*Contribution under the National Housing Act* to assist the city of Windsor to acquire and clear a blighted area in the central portion of the city has been made by the federal Government, Hon. Howard C. Green, Minister of Public Works, reports. "It will provide additional employment opportunities as demolition progresses and a start is made on construction but, above all, it will provide a new environment and new homes for approximately 1,000 persons," he said.

To a member who asked if grants would be made to other centres where there is considerable unemployment, the Minister

replied that the Government is "very anxious" to see redevelopment projects in any part of the country but that the initiative must come from the municipality.

There are indications that Quebec is interested in the hospital insurance plan but no negotiations between the federal and provincial Governments are going on at the moment, Hon. J. W. Monteith, Minister of National Health and Welfare, replies to a question.

January 28—*No agreement* has been entered into by the federal Government and the Province of Quebec in respect of the Unemployment Assistance Act, the Minister of National Health and Welfare advises questioner.

Seasonal benefit claims established during the period December 1, 1957 to June 30, 1958 was 455,622; the amount paid out was \$100,157,638, the Minister of Labour reports in reply to a question.

January 29—*Settlement of dispute* between Canadian Pacific Railway Company (B.C. Coastal Steamship Service) and Seafarers' International Union, National Association of Marine Engineers and Canadian Merchant Service Guild, announced by the Minister of Labour. An agreement signed by the disputants will expire August 31, 1961.

An additional \$250,000,000 for home-building will be provided through amendments to the National Housing Act, 1954. A motion to consider a resolution to that effect was made by the Minister of Public Works.

No action concerning layoffs of 4,000 coal miners in Nova Scotia is contemplated by the Government at the moment, the Minister of National Revenue replies to a question. A meeting with a delegation from the province is being arranged.

January 30—*Motion to introduce amendment* to the Trans-Canada Highway Act to increase maximum expenditures to \$350 million agreed to.

Participation in national hospital scheme by the Northwest Territories and the Yukon still being studied, the Minister of National Health and Welfare tells a questioner.

Old Age Security Fund paid out \$233,390,347 but collected only \$140,665,694 in the period August to December 1958, the Minister of National Health and Welfare replied to a question.

February 2—*In connection with the alleged dumping of textiles*, 21 inspectors have been employed by the Department of National Revenue since January 1, 1958, the Minister of that Department replied to a question.

February 3—*Winter employment campaign committees* functioning in Ontario on January 15 numbered 70, Hon. Michael Starr, Minister of Labour, replied to a question.

February 4—*Legislation to amend the National Housing Act* outlined by the Minister of Public Works and considered in committee.

February 6—*From Colombo Plan appropriation* for fiscal 1958-59, Canada will make \$17 million available to India to enable the Indian Government to purchase in Canada essential commodities and equipment, the Secretary of State for External Affairs announces in a report on a meeting to consider ways of alleviating India's foreign exchange difficulties.

Question of bringing farm labourers under the Unemployment Insurance Act is under "active and accelerated study" by the Unemployment Insurance Commission, the Minister of Labour replies to a questioner. A recommendation is expected in approximately two or three months.

In view of the response to the Municipal Winter Work Incentive Plan, there is no reason at the moment to consider an extension beyond April 30, the Minister of Labour tells a questioner.

February 9—*Report on old age security*, being prepared by Dr. Robert Clark of the University of British Columbia, that was scheduled to be finished this date, not yet finished, the Minister of National Health and Welfare reports. He would not consider tabling a part of it at this time.

February 11—*Small increase in protection for cotton yarn spinners*, very little change as regards the thread industry, and moderate increases in most favoured nation rates in respect of bleached and coloured cotton fabrics are recommended in Tariff Board's third report on textiles tabled by the Minister of Finance. The Minister pointed out that many of the rates of duty that would be affected by the proposed changes come under the General Agreement on Tariffs and Trade and that GATT negotiations would be involved if the recommendation were to be implemented.

February 12—*Canada's export trade* with Communist China doubled last year, Trade Minister Churchill informs questioner.

February 13—*Debate opened on Department of Labour vote* to provide funds for Municipal Winter Work Incentive Program.

February 17—*Legislation to curb or stop judges from serving as conciliators* in labour disputes is not contemplated at this session, the Minister of Justice tells questioner, adding that it will probably be some time

before definite steps are taken in the matter, because of its complicated nature.

Seasonal benefits were extended under the provisions of the Unemployment Insurance Act first for two months and then for an additional six weeks at the last session of the House, the Minister of Labour informs questioner, adding that the two-month extension is now permanently in effect.

Debate continued on Department of Labour vote to provide funds for Municipal Winter Work Incentive Program and item agreed to.

February 18—*Agents for the Unemployment Insurance Commission* have been appointed to complete application forms for unemployment insurance benefits; they are paid \$1 for each claim filed with supporting documents; recommendations for their appointment are received from various places, the Minister of Labour informs questioner.

Employees on Ontario-St. Lawrence canals at the opening of the 1958 navigation season numbered 325, of whom 100 were casual employees. At present 150 are employed, 30 having been laid off, 10 being about to be laid off, and 35 having retired, resigned, transferred or died. This information was given by the Minister of Transport in answer to a question.

February 19—*Hospital insurance is compulsory* in all provinces that are participating in the federal-provincial scheme except in Ontario, where it is compulsory for a large sector of the population and available to the remainder on a voluntary basis, the Minister of National Health and Welfare replied to a question. He explained that the federal legislation requires that insured services must be "made available" to all residents of a province.

The possibility of an amendment to the Unemployment Insurance Act that would make prison inmates eligible for unemployment insurance benefits on their release is being given "very serious consideration," the Minister of Labour said in answer to a question.

February 20—*Termination of development* and building of the CF-105 Arrow and its Iroquois engine announced by Prime Minister Diefenbaker.

Total of 1,511 applications for federal assistance under the Municipal Winter Work Incentive Program from municipalities have been accepted, giving work to an estimated 25,000 Canadians, the Minister of Labour tells a questioner.

Legislation to amend the National Housing Act considered in committee and Bill C-28 introduced and read the first time.

Proportion of Married Women in Canada's Female Labour Force

Roughly half of female labour force now married (although eight of ten married women not in labour force) because high proportion have changed marital status without changing labour force status. Number of single women working declines

In recent years there has been a tremendous increase in the proportion of working women who are married; these are usually second income-earners in the family. During the postwar period, married working women have been a continually growing group until now they make up roughly half of the female working force.

Because this high proportion of working women are married it is sometimes assumed that half of the married women are working. That, of course, is not true. The great majority of married women in Canada are fully occupied with home and family, holding no paid jobs outside. At the close of 1958, eight out of ten married women were not in the labour force. However, many of them would probably take employment if the opportunity for suitable work presented itself or if a national emergency made it necessary.

The great public interest in married working women is apt to obscure the fact that the recent increase in their number is not due entirely, or even mainly, to married women moving out of the home into the office or factory. If that had happened, the over-all percentage of women working would have shown a sharp rise. The basic change is in the marriage pattern of the whole population, and this is, of course, reflected in the composition of the working force. Married working women have come in large numbers from the ranks of single working women. There is no doubt that a high proportion of them changed their marital status without changing their labour force status. That is why the growth in number of married working women has been accompanied by a drop in the number of single women working.

It is estimated that between the 1951 Census and June 1958 there was a net increase of fewer than 800,000 in the female population 14 years of age and over, from which the labour force is drawn. In the intervening years the marriage rate had been at such a high level that of this increase, 600,000 was represented by married women and the balance by women who were widowed, separated or divorced. The number of single women in the population actually dropped. It is not surprising, therefore, to find that the estimated increase

of 300,000 in number of women with jobs was made up entirely of married women and those of "other" marital status, and that the number of single women workers was down.

There has been a noticeable tendency in recent years for married women, particularly in the older age groups, to take up some outside work when family responsibilities become less pressing. However, other factors appear to have played a greater part in bringing about the change in marital status of the whole female working force. It seems to be mainly associated with:

—The favourable employment situation of the past decade;

—Reduced resistance to employment of married women, as a result of which large numbers of girls continue to work after marriage. (There is evidence from a recent survey of *Married Women Working for Pay in Eight Canadian Cities** that if marriage were a bar to employment some marriages would have been postponed. The high cost of living and the social pressure to raise the family standard of living have been incentives for many to continue working.)

The high marriage rate during and since the war and the low age of marriage that is now common.

The extent of this change of marital status varies a good deal among different industries and different occupations. It may be that employers in some kinds of establishments, e.g., restaurants and retail stores, offer working conditions and hours that make it easier for married women to cope with them along with their other responsibilities.

Whatever the reasons, of the three industries employing the largest numbers of women—service, trade and manufacturing—the one with the highest proportion married is the trade industry. Most of the women in this industry group are in retail trade, mainly in department stores, shops selling women's and children's clothing, and in grocery stores. Manufacturing is next in proportion of married women workers, and the lowest proportion married is in the service industry.

*Obtainable from the Queen's Printer, Ottawa, price 25 cents.

The service industry encompasses not only personal service but the even larger group in community service (mainly education and health) as well as government and business services. In jobs of that kind, many of which are classed occupationally as professional or clerical, married women make up a smaller proportion than in the personal service occupations.

Of all the major occupational groups, professionals have the smallest proportion of married women. Yet it is precisely in this occupational category that married women have made the greatest gains in recent years. Since 1951 the proportion of professional women who are married has nearly doubled, and the proportion who are single has dropped by a comparable ratio. About 75 per cent of all professional women are either teachers or nurses, and marriage is no longer generally a bar

to their employment. The increase in health, welfare and educational services has produced a shortage of trained people, which has been greatly alleviated by married women's continuing or returning to work.

Whether or not the trend that has resulted in such a high proportion of married women in the female working force will continue upwards is, of course, difficult to predict. Much will depend on economic conditions. However, the marriage rate is now lower than it has been for some years, and the high birthrate during the Second World War will soon bring into the labour force a wave of teen-agers to increase the number of single women working. These factors are likely to prevent any phenomenal rise during the next few years in the proportion of married women in the female labour force.

Apprenticeship Training Advisory Committee

Machinery now set up for holding of first nation-wide examinations in motor vehicle repair trade, 10th meeting of Committee is told. Hope to hold second such examination, in electrical trade, next year. Drop-outs causing concern

Machinery has been set up to undertake the first nation-wide examinations in the motor vehicle repair trade, it was disclosed at the 10th meeting of the Apprenticeship Training Advisory Committee, held in Ottawa in January. By June 30, some 520 apprentices across Canada will have tried the uniform examination.

It was also disclosed that the Committee hopes to have a second national examination, in the electrical trade, established for general use by 1960.

From the results of the examinations the Committee expects to establish a norm or passing mark. Successful candidates will receive a provincial certificate, carrying a seal to indicate that they have met the required national standards.

The two-day meeting was under the chairmanship of Herbert C. Nicholls, Chairman of the Canadian Construction Association Apprenticeship Committee.

In a plan to bring about uniform teaching in the plumbing trade, the National Association of Master Plumbers and Mechanical Contractors presented a report on a current project to provide plumbing instructors throughout the country with high-class teaching aids that, it is hoped, will standardize names, terms and methods in the trade.

Addressing the meeting, Labour Minister Michael Starr noted that smaller countries today are looking to Canada for leadership in the technical and apprenticeship fields, and that it was up to Canada, as a result, to establish a high level of skills, "not only to develop our own resources, but to discharge this country's responsibilities to other nations that have not yet reached the same level of development.

"Technical skills in Canada," said Mr. Starr, "must at the very least be equal to skills anywhere in the world. This presents a challenge, but one that can be met through the co-operation of industry, labour and governments at all levels."

The Committee agreed that although current figures indicate a continuing growth across Canada in the number of apprentices in the building trades there is still a great area where formal training programs are required, particularly in the manufacturing fields, and that the country needs skilled people in greater supply.

A report presented to the delegates, who represented industry, labour, provincial and federal governments, showed that in the period April 1946 to December 1958, there were 36,994 apprentices registered with a view to becoming: bricklayers and masons, carpenters, electricians, painters,

plasterers, plumbers and pipefitters, steamfitters and sheet metal workers. Of the total, 10,828 discontinued their studies and 17,131 completed their training.

The Committee expressed concern over the statistics indicating that some 29 per cent of apprentices who registered in a 12-year period dropped out of training. Several suggestions were advanced for improving the situation, including a call for more pre-employment training, raising entrance requirements and the implementation of a system of promotion through the ranks.

It was suggested by the Committee that toolmaking should be the next trade to be analyzed in the current program of producing trade analyses for use in the training of apprentices. These analyses set out in detail what a journeyman should be able to do and what body of information he should master.

Age restrictions in apprenticeship programs were reviewed and it was found that in most provinces maximum age limit regulations are very flexible. It was thought generally that the right to enter into an apprenticeship agreement should be extended to all persons who wish to meet the conditions of apprenticeship regardless of age.

The Committee voted unanimously for a resolution that called for establishment of a group to study the quota system now in use in apprenticeship training. At present it is customary to limit the number of apprentices in proportion to the number of journeymen on the job. The purpose of the study would be to report on these practices, how they are established, how effective they are in preventing exploitation and in providing a continuing supply of journeymen, and the probable effect of changing the system.

Group Hospital and Medical Insurance Plans in Canadian Manufacturing

Some form of group hospital or medical insurance found in nine of every ten establishments covered in annual working conditions survey. In 4 of every 5 employer pays at least 50 per cent of premium; in one eighth, the whole cost

Some form of group hospital or medical insurance was found in nine out of every ten establishments covered by a recent survey by the Department's Economics and Research Branch. A report based on the survey, *Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries*, has just been issued. The publication is available from the Queen's Printer, Ottawa, at 25 cents a copy.

The report is divided into three parts. The first part shows the prevalence of the various types of plans and combinations of benefits; the second examines the special characteristics of the plans, such as whether or not the plan is compulsory, and the degree to which the employee's dependents are covered; the third deals with the different methods of financing the plans.

Most of the statistics used in the study were taken from the 1956 working conditions survey conducted by the Economics and Research Branch, although data obtained in the 1957 survey were used as far as possible. The annual surveys cover most manufacturing establishments in the country with 15 or more employees. In 1956 there were 6,166 of these establish-

ments with 1,004,646 employees: 204,881 office workers and 799,765 non-office employees.

"Hospitalization and surgical benefits were made available to somewhat more than three quarters of all non-office employees in manufacturing, compared with little more than one half of all employees in the restaurant industry, at least 90 per cent of all employees in metal mining and virtually 100 per cent of all non-operating railway employees," the report says.

"Provision for physicians' services in the hospital was somewhat less widespread, although it was available to almost two thirds of all non-office employees in manufacturing . . ."

The prevalence of particular benefits varies considerably from one industry to another. Hospital insurance, for instance, was offered to 95 per cent of the non-office employees of the rubber industry compared with 41 per cent of those in wood products. This might, however, be explained, the report says, by the existence of a government hospital plan in British Columbia, where the latter industry is largely concentrated.

The survey showed that more than four fifths of workers, both office and non-office, took advantage of any plan offered to them and showed no marked preference for any one type of benefit.

The plans which offer the most benefits are more common in large than in small establishments, although the connection between size of establishment and number of benefits offered by a plan is not pronounced.

Among establishments reporting information on whether participation was voluntary or compulsory, three quarters of them, employing 70 per cent of the workers, had plans in which employee participation was voluntary, the report states. Compulsory participation was much more common in plans offering certain combinations of benefits than in other types of plans. Participation by employees is much more often compulsory when the plan offers a complete, or almost complete, set of benefits than in plans which provide only one or two benefits.

The condition of compulsory participation varies considerably in extent from one industry to another. It applies in as many as 71 per cent of establishments in the rubber products industry and to as few as 13.8 per cent in the tobacco and tobacco products industry.

Size of establishment, however, far more than the type of industry determines the extent of compulsory participation. This connection, it was found, did not hold good in the largest establishments, *viz.*, those of 1,000 workers or more; but "otherwise, there was a steady and noticeable increase in the extent of compulsory employee participation from the smallest to the second largest size group," the report says.

The survey did not throw any light on the question of why, apart from size of establishments, some employers require participation while others do not. The report states, however, that it is due to

the policy of the employer, not that of the insurance carrier.

Benefits of the "cash indemnification type" are provided in about two out of every three group hospital-medical plans (financed at least in part by the employer), covering slightly more than 60 per cent of all employees. Plans of this type are defined as those which guarantee reimbursement within fixed limits for hospital or medical expenses incurred. "Service" plans are defined as those which guarantee to pay the full cost of the benefit rendered. A somewhat larger percentage of the employees in establishments of 1,000 workers or more was covered by plans of this latter type than was covered by such plans in smaller establishments.

"The service type was least prevalent in the textile industry, where only 15 per cent of non-office employees were in establishments with such contracts. They were found to the greatest extent in the transportation equipment industry, with 56 per cent of non-office employees being offered such a plan," the report states.

"Almost 98 per cent of all non-office employees and 99 per cent of office employees were in establishments in which the plan included benefits for dependents of employees. In the case of plans embodying hospitalization alone, about 8 per cent of office employees and 13 per cent of non-office employees were in establishments where the plan did not include employee dependents . . ."

The report says that in four out of every five establishments, covering a similar proportion of employees, the employer paid at least 50 per cent of the premium charged for the type of plan in force. In somewhat more than 50 per cent of all establishments the employer paid exactly 50 per cent; in one eighth of the establishments he paid the whole cost. Employers in the larger establishments tended to pay a larger share of the premium than those in the smaller ones.

11th Annual "Women's Week" to be held in Japan in April

"The development of women as free and responsible individuals within the family, workshops, organizations and the community" is the theme of the eleventh annual "Women's Week" to be held throughout Japan in April.

"Women's Week" was established by the Women's and Minors' Bureau of the Ministry of Labour to commemorate the granting of the right to vote to Japanese women in 1946. Many government organizations

and voluntary groups now also participate in the week's activities .

This year a National Conference of Women will be held in Tokyo during "Women's Week". Sixty women from all over Japan will attend. During the previous week, Local Conferences of Women will meet in all prefectures with the membership of the National Conference present so that they may reflect local opinion at the Tokyo meeting.

Labour Bodies Present Briefs to Cabinet

Canada's central labour organizations submit memoranda of legislative proposals to federal Government. Replies given by Prime Minister and several Ministers

At the end of January, 15 months since the previous submissions, Canada's three major labour organizations presented memoranda of legislative proposals to the Government.

In its 12,500-word brief presented January 22, the Canadian Labour Congress emphasized the seriousness of this winter's unemployment. The Canadian and Catholic Confederation of Labour, making its submission on January 23, urged the calling

of a federal-provincial-municipal conference to draft a full employment policy. The National Legislative Committee of the Railway Transportation Brotherhoods devoted a major part of its submission on January 28 to the question of protection for railway employees affected by the "steady" reduction of staffs.

In each case replies to the labour delegations were given by several Cabinet Ministers as well as by the Prime Minister.

Canadian Labour Congress

The Canadian Labour Congress cannot accept seasonal unemployment "as an inevitable feature of the Canadian economy," the CLC memorandum said, and "cannot and will not accept the doctrine that governments are helpless in the face of unemployment".

The Congress expressed dismay at the attitude that earlier levels of unemployment were abnormally low and that we must resign ourselves to heavier unemployment than we had from 1946 to mid-1957.

Action taken so far by the Government has not been enough, the CLC declared, charging that the National Winter Employment Conference was not held early enough and that the Municipal Winter Works Incentive Program was not announced soon enough.

As a short-term measure to alleviate unemployment, the CLC urged higher transfer payments, particularly of old age pensions and unemployment insurance because "the aged and the unemployed now make up so large a proportion of our population and have so little purchasing power that any worthwhile increase in their incomes would immediately be reflected in increased consumption".

As long-range measures it recommended:

—Continued stimulation of the construction industry by promoting the use of the subsidized low-rental housing provisions of the National Housing Act, providing fiscal incentives to encourage a larger amount of building during the winter, and helping in the building of schools, hospitals and roads.

—Redoubled efforts to expand exports.

—Lower taxes, to increase consumer purchasing power.

The brief repudiated the charge that Labour was responsible for inflation. "Real wage rates since the war have just about

kept pace with increases in productivity. We are much more concerned about the slowness of recovery and the persistence of high unemployment than about the risk of a new inflation," the Congress said.

"We are, accordingly, not impressed by exhortations to 'hold the line'. In our opinion there is no line to be held. We believe that increased wage-earner purchasing power is essential to lift us out of the recession."

An immediate public investigation into the wage-price-profit relationships in the auto, steel, farm implement and other basic industries was urged.

International Affairs

The CLC urged the Government to take immediate measures, "in co-operation with other nations but preferably through the United Nations," aimed at resumption of negotiations with the objective of establishing: a ban on the testing and production of thermo-nuclear weapons, accompanied by effective international control and inspection; an international agreement on the regulation and control of outer space travel; and disarmament in regard to conventional weapons.

Pending effective agreement on disarmament, Canada should strengthen its defences and continue to support the North Atlantic Treaty Organization, the Congress urged.

The "alarming gap" between the "have" and the "have-not" nations must be narrowed and ultimately filled, the CLC said. Canada can well afford to spend a larger share of its national income to aid the less developed nations.

Although it welcomed the Government's decision to increase its contribution to the Colombo Plan, the Congress expressed "dismay at the prospect that this program may be perverted from its original purpose to

simply one of disposal of Canadian surplus grain". The Canadian contribution to the Colombo Plan should be at least \$200 million a year, it added.

The brief favoured the reunification of Germany on the basis of genuinely free elections, peace between Israel and the Arab states on the basis of territorial integrity of Israel, and diplomatic recognition of "The People's Republic of China".

The CLC again criticized the Government's failure to ratify ILO Conventions.

Labour Legislation

In any amendment of the Industrial Relations and Disputes Investigation Act, the CLC hoped that two matters would be excluded: compulsory arbitration and "the so-called 'right-to-work'".

"Compulsory arbitration is prejudicial to the free play of collective bargaining," the brief asserted. "It substitutes third-party intervention for settlement by the parties themselves; it is a restriction on the very important civil right to strike; and... it just does not work as it is intended to do.

"Right-to-work is nothing more than a manoeuvre by organized employers to weaken the trade unions and undermine collective bargaining."

The CLC will resist right-to-work legislation with every legitimate means at its disposal and will regard introduction of this type of legislation as a direct offensive against Labour, the brief declared.

In a further comment on the IRDI Act, the CLC suggested that industries of nationwide scope and importance be brought under the Act.

The brief expressed satisfaction at the passing of the Vacations With Pay Act but disappointment that it excluded the Yukon and the North-West Territories. The Act should provide for two weeks vacation after one year's service, the CLC believed.

The enactment of a national minimum wage of \$1.25 an hour and a national maximum work week of 40 hours was urged.

A new Fair Wages Act was requested. It should provide for union wages and conditions on all government contracts, including those for services, and should cover both prime contractors and subcontractors, the brief said.

The brief asked for legislation forbidding the issue of injunctions in labour disputes under federal jurisdiction until both parties to the dispute have been heard.

An amendment to the Criminal Code was asked for which would "provide for union representatives the same protection which is now provided for the employees themselves" in connection with peaceful

picketing and 'any other licit activity' in which a union representative might be engaged in the normal exercise of his duties.

The CLC supported 'the persistent demand voiced by employees in the Public Service of Canada for the right to engage in collective bargaining through associations of their own choice'.

Unemployment Insurance

In addition to the increase in unemployment insurance benefits recommended as a means of augmenting consumer purchasing power, the CLC urged expansion of the coverage of the Unemployment Insurance Act. Employees of non-profit hospitals and charitable institutions particularly should no longer be excluded, it said.

The Act should be amended to make entitlement easier, to change the ratio of rate of benefit to former earnings to at least two-thirds, to establish two new insurance classes, to increase substantially the present \$4,800 ceiling on insurability of salary-earners, to introduce a 52-week maximum benefit period, and to eliminate the waiting period.

Benefit should be available if and as soon as employment is lost because of illness, and for loss of employment resulting from a lockout by an employer, from refusal to cross a picket line, or from a strike caused by an employer's failure to abide by a collective agreement or arbitration award.

The CLC also asked for:

—prohibition of referrals to struck plants;

—reduction of the maximum period of disqualification from six to two weeks;

—deletion of the section of the Act under which married women's regulations may still be introduced.

The Congress further recommended that some entitlement to benefit be given to former inmates of penal institutions in order to assist them in their rehabilitation.

Trade Policy

The lag in Canada's exports has undoubtedly had its effect on the employment situation, the CLC said. In order that Canadian exporters can successfully compete in world markets, the Government should provide credit facilities, the Congress believed. A Crown Corporation could be set up to finance exports requiring credit arrangements for foreign buyers, it suggested.*

*In a brief submitted last December 11, the Canadian Manufacturers' Association urged the creation of a new \$100 million Crown corporation to provide facilities for the financing of Canadian exports requiring long-term credits to foreign customers.

Another problem that confronts Canadian industry and has an adverse effect on its trade is the "domination" exercised by United States corporations over their Canadian subsidiaries, the CLC said. It said that it realized that a good deal of capital invested in Canada must come from abroad, but that it could not readily accept the notion that with this capital must come interference in our affairs. It said that it was pleased to know that efforts were being made to settle differences between Canada and the United States in matters of this kind.

Preservation of Canadian Industries

The CLC expressed concern over the "precarious" situation of the Canadian aircraft, machine goods, shipbuilding and electronics industries.

We are concerned about the effect of either building up an industry and then letting it languish and die (which means large-scale unemployment and wastage of skills and capital), or, what may be just as bad, leaving Canada to depend on another country for essential equipment.

Canada should be able to take the necessary measures to protect its national interests, so that it will not be caught without the trained manpower, the capital resources, and the machinery and other equipment that might be required on short notice, the brief declared.

The Congress also reiterated its protests over the sale of the Canadian National Steamships West Indies fleet, and urged the Government to take steps to restore the vessels to the Canadian flag; expressed disappointment at the recent Tariff Board decision not to afford protection to the rubber footwear industry; and called for measures to sustain the Canadian automobile industry, "which faces heavy inroads into its domestic markets as a result of the importation of foreign cars".

Automation

One brief paragraph on the effect of technological change and automation on employment opportunities was included in the memorandum in the section on "Preservation of Canadian Industry". In it the CLC thought that the Government should plan for the new kinds of workers that will be required, the transfers of workers from one community to another, the retraining of workers, and the new housing and schools that will be needed.

Bill of Rights

Repeating what it had said about a Canadian Bill of Rights at the National Human Rights Conference in December, the CLC said it couldn't express complete satisfac-

tion with the Bill introduced at the last session (L.G., Nov. 1958, p. 1217). It said the Bill was "at best an expression of good faith".

The Bill, the CLC said, was deficient in that it was simply an act of Parliament which could be revoked or amended, it was limited to Dominion jurisdiction, it provided no penalties, it omitted any safeguards to the right to employment without discrimination because of race, creed, colour or national origin, it did not require the Minister of Justice to investigate violations other than in the drafting of legislation, and it provided protection of the rights listed in the Bill only in peacetime.

The Congress stated its belief that "human rights, those listed in the Bill and others, can best be guaranteed by their inclusion in the British North America Act through an amendment to that Act..."

Social and Welfare Legislation

Health Insurance

The Congress said it was pleased that hospital insurance was now effective or would shortly become so across Canada except in two provinces but was still seeking a program that would provide all Canadians with all the health care they require.

"Nothing less than universal, compulsory health insurance as we have defined it will meet the needs of the Canadian people," the brief said.

The provinces would be the logical administrators of any health insurance plan, but the federal Government must carry the bulk of the financial burden and must also set out the general framework of the plan, the CLC believes.

Social Security

The CLC asked for a number of social security measures, including:

—Lowering the age at which old age security is payable from 70 to 65 years and increasing the amount of pension to \$75 a month.

—Increase in the amount of, and removal of the means test for, pensions for the blind.

—Modification of regulations under which total disability pensions are paid.

—Provision that private pension plans should be required to allow full and immediate vesting of the employer's contributions and offer adequate benefits and complete transferability of pension rights during the employee's working life.

—Raising of family allowances to restore their original purchasing power, and their payment until age 20 if a child is still attending school or college.

Government Employees

The Congress expressed its disappointment at the "failure of the Government to recognize the need for salary adjustments" for its employees, and also that it had not taken steps to establish and share in the cost of a medical care plan for government employees.

Changes in working conditions of government employees recommended by the CLC included:

—The five-day, 40-hour week for all operational classes, and the five-day, 35-hour week for all administrative classes.

—Sick leave to be the same for prevailing rate as it is for classified employees.

—Pensions for the widow or other wholly dependent survivors of a government employee to be equal to at least 75 per cent of the employee's pension.

—Annual review of pensions paid to retired civil servants to consider their sufficiency in the light of price changes.

Other Proposals

Housing

The Congress recognized that a good deal of new housing had, by means of the National Housing Act, been put within the reach of persons who otherwise might not have been able to get it. It noted, however, a continuing shortage of accommodation in the larger cities, rising land costs due to speculation, and a "chronic scarcity of funds available for mortgages".

It strongly recommended the undertaking of large-scale, controlled rental and subsidized housing in downtown areas, to be financed mainly by senior governments; "a greatly expanded program of government-sponsored land assembly in the suburban areas"; measures by government to ensure a much steadier and larger flow of funds into housing through direct loans and otherwise; and "a general policy of keeping interest rates down".

Immigration

The Immigration Act and its administration should be thoroughly overhauled, the Congress said. It recommended the setting up of an advisory committee on immigration, transfer of the placement service of the Immigration Department to the National Employment Service, bringing immigration as a whole under the Department of Labour, a comprehensive review of the Immigration Act, and repeal of that part of the Act which provides for deportation without trial of any immigrant who has become a public charge within five years of his landing.

The Congress favoured a general immigration policy which would regulate the flow of immigrants to match the country's absorptive capacity. It said the bringing in of immigrants during a period of high unemployment was an injustice both to the immigrants and to Canadians who were looking for and were unable to find work.

Taxation

The Congress suggested changes in the Income Tax Act to raise personal exemptions to \$3,000 for married and \$1,500 for single persons; to increase the exemption for each dependent child to \$500; to allow all medical, dental, optical and hospital expenses to be deducted in computing income tax; to exempt from taxable income the cost of workers' equipment and protective clothing and the value of travelling and living allowances paid to or by workers required to work and live away from home.

A reduction in the sales tax was requested. The brief expressed the opinion that married women who are working for a wage 'are being discriminated against by being treated as though they were single,' and it asked that the Act be amended in this respect.

The CLC suggested that when the present recession, during which deficit financing should be continued, is over, new revenues that might be needed "should be obtained by taxation based firmly on the principle of ability to pay; for example, by increasing the corporation income tax and the taxes on personal income above proper exemption levels".

Transportation

The Congress reiterated the suggestion "that Parliament reclaim jurisdiction over national and interprovincial highway transport".

Steps should be taken to ensure the preservation of coastal and intercoastal trade for Canadian vessels built and manned in Canada, the brief continued, and trade in inland waters should be preserved to Canadian and American vessels on an equitable basis.

It thought that there was merit in subsidizing the railways if there was no other equitable arrangement under which they could maintain themselves and operate efficiently. "We certainly cannot accept the thesis that the railway workers should subsidize their industry through wages that are low in comparison to wages paid to comparable workers elsewhere."

Education

Although the Congress said that it was pleased at the very great attention that has been paid to education in Canada

during the last few years, it recommended that the Government should take the following steps:

—Give enough financial help to the provinces to enable them to maintain a high standard of education from grade school to university.

—Call a Dominion-Provincial conference on education.

—Help in establishing scholarships, advanced technical institutes, an extension of teacher-training programs, and policies which will provide for adequate salaries for qualified teachers.

—Undertake a school construction program with federal financial assistance.

Other Recommendations

The CLC also recommended:

—Establishment of a permanent citizen's advisory committee on fair employment practices, to be attached to the Department of Labour.

—Early introduction of legislation setting up a National Energy Authority.

—Strengthening of the Combines Investigation Act and an increase in the staff administering it.

—Additional help for the Atlantic Provinces and immediate payment to Newfoundland of the amount recommended for this year in the Royal Commission on Newfoundland Finances.

The Government's Reply

The Prime Minister and the Ministers of Labour and of Trade and Commerce spoke to the CLC delegation when the reading of the memorandum was completed.

The Prime Minister, Right Hon. John Diefenbaker, agreed that the objectives presented in the brief, if achieved, would naturally be most beneficial. At the same time, he said, he would like to know how all these things could be brought about while at the same time income tax and sales tax were reduced.

The Prime Minister said that he would have liked better support for the Bill of Rights than was accorded in the Congress's representation. He agreed that a constitutional amendment binding on the provinces would have been desirable. However, it was said by some that this would require the consent of all the provinces. He considered that in enacting a Bill of Rights applicable to those matters under federal jurisdiction we would be taking a step forward that required no penalties to secure enforcement.

The aim of such a bill would be to ensure "that nationally our fundamental freedom shall not be subject to the whims of whatever majority may be in Parliament". The

sole exception to this would be the extent to which it might be necessary to abrogate these rights in time of war, as a measure of national safety.

It would be within the power of Parliament to change a constitutional amendment as much as it would be within its power to change an act of Parliament, Mr. Diefenbaker pointed out.

He disagreed with the statement contained in the brief that we were losing our foreign trade. This was not in keeping with the facts, he said.

Repeating what he had said at the beginning of his reply, the Prime Minister said that he would like to obtain the recipe that would allow increases in pensions all along the line, increases in salaries, increases in every direction, and at the same time reduce taxation. "I say to you with the utmost good feeling that you can't have it both ways," he asserted.

We needed international markets, and we could not have such markets if we priced ourselves out of them. He emphasized this point particularly in view of what he described as the "terrifying offensive" in international trade that was being prepared by the Communist world—a world that was not hampered by economic considerations in trying to undermine the economies of other nations that it hoped eventually to bring under its control.

Minister of Labour

Hon. Michael Starr, Minister of Labour, agreed with the CLC that unemployment could not be accepted as a natural state of affairs. He cited the positive, direct and immediate actions taken by the Government in recent months, and immediately after taking office, as evidence of its attitude in this regard.

Mr. Starr said that he noted that the CLC was less worried about the dangers of inflation than about the dangers of recession, and he pointed out that it was the desire to promote a recovery that had prompted the Government in the measures it had taken to deal with the situation. He expressed satisfaction with the success of the municipal works incentive program, particularly because of its high labour content. Out of about 1,100 projects approved so far, costing \$45,000,000 and giving employment to 20,000 workers, the average labour content was 39 per cent, he said.

Noting the Congress's complaint that the National Winter Employment Conference should have been called earlier in the year and that the municipal incentive program should have been started earlier, he pointed out that these things took time to organize,

and that it was the Government that had taken the initiative in calling the conference.

With reference to the suggestion in the brief that the economy is sufficiently controllable even in its present form to allow seasonal unemployment to be wiped out, Mr. Starr said that he was not sure what type of control would bring this about. But he hoped that unemployment would be reduced to a minimum by co-operative action on the part of government, labour and management.

Referring to changes in the Unemployment Insurance Act, the Minister said that he had received the submissions of the Congress, and that its views were being carefully studied. Its suggestions for amendment of the Industrial Relations and Disputes Investigation Act had also been received, and when final legislation was brought down there would be full opportunity for study and debate through the usual method of parliamentary presentation.

Mr. Starr said he was pleased that the Congress was pleased by the passage of the Vacations With Pay Act, and disappointed that it was disappointed with some of its features. He promised consideration of their views on the Minimum Wage Act and the National Labour Code.

Minister of Trade and Commerce

Hon. Gordon Churchill, Minister of Trade and Commerce, saying he was interested to notice the attention paid to trade in the CLC submission, denied that Canada's exports of primary produce were lagging. In 1957 a record had been set for exports, and he predicted that 1958 would fall very little short of that record, if it fell short at all.

Figures for the first 11 months of 1958 showed that the volume of our exports was

higher than in the same 11-month period of 1957, and that the difference in the value of the exports in the two periods was only 0.1 per cent, the Minister said.

Commenting on the statements in the CLC's brief about the need for credit in international trade, Mr. Churchill pointed out that the Speech from the Throne had forecast the taking of steps by the Government to enlarge credit facilities "so that we can extend our business in capital goods with Latin American countries, and so on".

In a comment on the reference in the brief to the prospect of the Colombo Plan's becoming "perverted" to a method of disposing of Canadian surplus grain, he said it had never been suggested that the Plan should be used simply for that purpose. He defended the shipment last year of 32,000,000 bushels of wheat as part of Canada's assistance to certain countries under the Colombo Plan, and to help Palistinian refugees.

Cabinet Ministers Present

Besides Prime Minister Diefenbaker, the following members of the Cabinet were present: Hon. Donald M. Fleming, Minister of Finance; Hon. Alfred J. Brooks, Minister of Veterans Affairs; Hon. Leon Balcer, Solicitor General; Hon. George R. Pearkes, Minister of National Defence; Hon. Gordon Churchill, Minister of Trade and Commerce; Hon. Davie Fulton, Minister of Justice; Hon. Ellen Fairclough, Minister of Citizenship and Immigration; Hon. Michael Starr, Minister of Labour; Hon. William M. Hamilton, Postmaster General; Hon. James M. Macdonnell, Minister without Portfolio; Hon. J. Waldo Monteith, Minister of National Health and Welfare; and Hon. Sidney E. Smith, Secretary of State for External Affairs.

Canadian and Catholic Confederation of Labour

The calling of a federal-provincial conference, with municipalities participating, "in order to seek the best measures for giving work to the unemployed" was the main recommendation made in the brief submitted by the Canadian and Catholic Confederation of Labour.

Stating that the present unemployment picture was "paradoxical and scandalous," the brief requested the implementation of a "vast program" of public works. Only in this way, the CCCL declared, can the Government succeed in "reinvigorating our economy and in checking the present acute unemployment crisis".

The delegation, some one hundred strong and headed by the new CCCL General President, Roger Mathieu, was received by the Prime Minister, Right Hon. John Diefenbaker, accompanied by seven Cabinet Ministers, including Hon. Michael Starr, Minister of Labour, and Hon. Léon Balcer, Solicitor General.

The former President of the CCCL, Gérard Picard, drew the Cabinet's attention to the unemployment situation at Sorel and to the strike then in progress at Sorel Industries Limited.

S. Ted Payne, Vice-President of the Metal Trades Federation, urged the Government to set up a truly Canadian policy on coastal shipping.

The memorandum objected to the use of the Unemployment Insurance Fund for an unemployment relief program. It also urged that Canada put an end to what it called its "ultra-conservatism in its relations with the ILO" and requested the banning of secondary boycotts.

Jean Marchand, General Secretary of the Confederation, read the brief in French.

Unemployment

Denouncing the present "paradoxical and scandalous" unemployment situation, the CCCL suggested a federal-provincial conference, with municipalities participating, "to seek the best means for giving work to the unemployed and to help those whose income is insufficient".

The brief suggested that "we should take advantage of such a conference to elaborate a full employment policy and to see to it that the security of Canadians no longer depends exclusively on the equilibrium of the blind forces of economy."

On the other hand, the CCCL was pleased to note the high level of activity in residential construction. It suggested, however, that the federal Government contribute to the payment of interest on loans under the National Housing Act.

The brief added that interest on sums borrowed by municipalities in order to benefit fully from federal aid for winter work was prohibitive and prevented the carrying out of many projects. It suggested that the Bank of Canada make available to municipalities interest-free loans for works designed to combat winter unemployment.

The CCCL asserted that only through a vast program of public works would the Government succeed in reinvigorating the economy and in checking the present unemployment crisis.

Unemployment Insurance

The Unemployment Insurance Act, the brief said, is still the basic element in the Canadian social security system.

The CCCL is not worried about the decrease in the Unemployment Insurance Fund, since it has always claimed that this reserve was "unnecessarily high".

"What constitutes a real danger," the brief pointed out, "is that to the Unemployment Insurance Fund are charged expenses that should be paid from the Consolidated Revenue Fund. The Unemployment Insurance Fund was never created to guard against the consequences of an economic crisis and it must not be used to cover the expenses of a relief program for unemployment, either directly or indirectly."

The CCCL requested that the Act be extended to cover all workers, including hospital workers as well as those with a steady job, and that the Government's share be at least equal to that paid by employers and employees. It would thus be possible to increase benefits considerably, the brief declared.

The CCCL and Peace

The CCCL expressed the hope that the Canadian Government would not associate "with any nation or group of nations whose behaviour constitutes a permanent threat to peace". Like all other free and democratic unions, the CCCL "ardently wishes the founding of permanent peace in the world," the memorandum said.

It also favoured the banning of nuclear weapons.

Relations with the ILO

Canada should put an end to its "ultra-conservatism" in its relations with the International Labour Organization, the brief said.

Noting that the federal set-up of the country creates difficulties from the point of view of ratification of international agreements, the CCCL suggested that a federal-provincial conference be held to find out "how problems of this nature could be solved through the co-operation of government's having jurisdiction in the labour field".

The CCCL insisted that the ILO maintain its legislative character so as to be able to make recommendations to member countries and adopt international conventions.

The brief recommended that the Government fill the vacancies on the Canadian delegation to International Labour Conferences and that each province be asked to name a Government Adviser.

Other Proposals

Combines Investigation Act

The CCCL suggested that stiffer penalties be imposed on contraveners of the Combines Investigation Act and that investigation procedures under the Act be more expeditious.

Secondary Boycotting

"Boycotting by a union of an employer's products in order to compel his employees to change their membership to another union is, in our opinion, a reprehensible act and an encroachment upon union freedom," the brief stated.

The CCCL would like, therefore, to make it illegal for an employer to refuse to sell his products or his services to another employer or to buy the products or the services of that other employer in order to compel the latter's employees, represented by a union, to change their union membership.

It should also be made illegal, the CCCL suggested, for a union to order its members to refrain from handling the products of an employer or using the services of this employer so as to compel his employees, represented by a union, to change their union membership.

Strike-Breakers

By "strike-breaker" the CCCL means any person who seeks and obtains a job which, at the outbreak of a strike, was held by a worker who has since become a striker, as well as any person who accepts employment in a job which, at the outbreak of a strike, was held by a worker who has since become a striker.

The CCCL requested that recourse to strike-breakers be prohibited in all circumstances, and that the National Employment Service or any other employment agency be prohibited from sending workers to an establishment in order to replace striking workers.

Anti-Union Campaign

The CCCL protested against the campaign being launched in Canada "to weaken the workers' status and to obtain from the Government legislation restricting the right of association".

The brief took exception to the efforts made by employers' associations "to weaken organized labour and paralyse it in the pursuit of its mission".

We take the liberty of forewarning the Canadian Government against such an undertaking, which threatens not only trade unionism but at the same time democracy and the climate of liberty on which our country prides itself.

The second part of the brief, which was not read, was to a large extent a summary of requests already presented to federal authorities. It dealt with the housing problem, old age and retirement pensions, immigration, older workers, diplomatic representation at the Vatican and a Canadian flag.

The CCCL delegation also took advantage of the submission of its annual brief to the Cabinet to draw attention to the strike of 74 producers employed by the CBC and called upon the Government to intervene in the matter.

The Prime Minister replied that the Government did not want to interfere with the affairs of the CBC. However, he invited the producers' representatives to meet the Minister of Labour following submission of the brief and to discuss the matter with him. The invitation was accepted immediately.

Gérard Picard, President of the Metal Trades Federation, called the Cabinet's attention to the high level of unemployment at Sorel and to the dispute at Sorel Industries.

Ted Payne, a Vice-President of the Metal Trades Federation, urged the Government to set up a truly Canadian policy on coastal shipping, not only to protect the shipbuilding industry but also to prevent the scattering of highly specialized workers.

Government's Reply

The Prime Minister invited the Hon. Léon Balcer, as dean of Ministers from the province of Quebec, to welcome the delegation in French.

The Minister of Labour, Hon. Michael Starr, and the Minister of Mines and Technical Surveys, Hon. Paul Comtois, also said a few words.

Solicitor General of Canada

Mr. Balcer reminded the delegation that the present Government had tackled the unemployment problem as soon as it was elected to power and said that it intended to continue to amend Canadian legislation to the advantage of all. The recession which Canada had just experienced had reached its low point, he added, and business was already picking up.

The Minister assured the delegates that their representations were listened to and appreciated by the Government.

Minister of Labour

In reply to the CCCL brief, the Minister of Labour stated that the problem of unemployment had been one of concern to the Government, which was why it had taken what he called "very definite and strong action" and had launched the incentive plan in the municipalities.

Mr. Starr mentioned that, in Quebec, some one hundred projects were then going through the processing stage between the province and the municipalities.

He also drew attention to the fact that the National Employment Service figures as of January 8 showed a decline in unemployment.

"I feel very happy about this municipal incentive plan," he explained, "because at the moment it will provide, within the next few weeks, jobs for 20,000 Canadians on

site, which means some total of 60,000 when you include industry in the supply of materials."

The Minister of Labour also said that the CCCL's suggestions in respect to the Industrial Relations and Disputes Investigation Act are now being processed and that it was his hope that "we may in the not too distant future be able to bring down amendments that will give strength to that Act".

He also mentioned that unemployment insurance amendments are "receiving the attention of the legislative committee".

The Prime Minister

Mr. Diefenbaker made no specific comment on the CCCL's brief except to praise the spirit in which it was submitted and the high degree of preparation evidenced.

He stated that it was one way for the Government to know the citizens better and thus to understand their viewpoints better.

However, the Prime Minister asked for an explanation of the wish expressed by

the CCCL that "the Government not associate with any nation or group of nations whose behaviour constitutes a permanent threat to peace".

Jean Marchand, General Secretary, explained that that was the expression of a philosophy, advising Canada not to share in any venture which could eventually lead to the destruction of world peace. Recalling the position taken by Canada in the Suez Canal crisis, Mr. Marchand declared that Canada should refuse any alliance with countries that might have aggressive intentions.

Cabinet Members Present

The Prime Minister was accompanied by the following ministers: Hon. Donald Fleming, Minister of Finance; Hon. Léon Balcer, Solicitor General of Canada; Hon. Gordon Churchill, Minister of Trade and Commerce; Hon. Ellen Fairclough, Minister of Citizenship and Immigration; Hon. Angus MacLean, Minister of Fisheries; Hon. William Hamilton, Postmaster General; and Hon. Paul Comtois, Minister of Mines and Technical Surveys.

International Railway Brotherhoods

Improvements to the National Housing Act, the provision of a complete health service, and amendments to the Unemployment Insurance Act and the Income Tax Act were among requests made in the brief submitted to the Government by the National Legislative Committee of the International Railway Brotherhoods.

By far the largest section in the submission, however, concerned a request for amendment of the Railway Act to provide for compensation for financial loss caused to employees by any change in existing railway lines, and to provide that such compensation arrangements apply to abandonments of lines.

The memorandum was read by A. H. Hutchinson, a Canadian Vice-President of The Order of Railroad Telegraphers and Vice-Chairman of the National Legislative Committee, International Railway Brotherhoods.

Housing

The brief asserted that in spite of the money provided by the Government for housing purposes, the average wage earner could not buy or build a home under the terms of present legislation.

The Brotherhoods recommended that:

—The required down payment be lowered to 7 per cent on houses appraised up to \$13,500, and the interest rate on mortgages on such houses be reduced, and that a

maximum earning stipulation to the purchasers of such homes be introduced;

—Financing be extended to cover existing homes in good condition up to 25 years of age;

—Re-sale of houses built under the NHA be supervised so as to eliminate excess profits being made on them.

Unemployment Insurance

During 1957-58 unemployment in Canada rose to the highest level that has been experienced in the postwar period, the brief asserted. The Government's action in extending the seasonal benefit period was commendable, but benefit payments exceeded revenue by \$134 million.

"The burden of the expense caused through the extension of seasonal benefit should be cared for by means other than by increasing the contributions," the railway delegation said. It suggested the Government consider increasing its contribution so that employer, employee and government contributions are equal.

The submission requested amendments to the Unemployment Insurance Act to provide:

—A benefit period with a minimum of 15 weeks and a maximum of 51 weeks;

—Maximum benefits of at least two-thirds of former earnings;

—Elimination of the waiting period;

—Deletion of the clause that disqualifies from receipt of benefits workers who decline to cross another union's picket line;

—Coverage of insured workers who are unemployed because of illness;

—An increase to \$7,200 in the maximum earnings allowable for insurability and the granting of authority to the Unemployment Insurance Commission to set the wage ceiling in future.

Health Insurance

The brief noted that the agreement to provide hospital and diagnostic services in conjunction with the provinces was a worthy step in the right direction, but asserted that the plan "will never be a complete success until all people in Canada are entitled, as a right, to complete health coverage consisting of diagnostic, hospital, medical, surgical, dental and other services looking to the maintenance of all citizens".

It urged that "the Government plan to provide as early in the future as possible for complete services to everyone in Canada".

Income Tax

In their submission the Brotherhoods declared that the average wage earner finds it most difficult to maintain a reasonable standard of living because of continued heavy taxation and insufficient statutory exemptions. They requested that a degree of relief be given taxpayers by:

—Increasing statutory exemptions to \$1,500 for single taxpayers; \$3,000 for those having married or similar status; and \$500 for each dependent not eligible for family allowances;

—Including in the term "dependent" those who are taking vocational training courses;

—Amending Section 27 of the Income Tax Act to provide that all expenditures made by the taxpayer for medical care for himself and dependents be deductible in computing taxable income;

—Amending Section 26 (2) (a) of the Act to provide that where a married person supports his spouse during a taxation year and the spouse has an income for the year exceeding \$500 but not \$1,000, the allowable deduction of \$3,000 be reduced by the amount by which the spouse's income exceeds \$500; and

—Adding a paragraph to the Act to provide that where railroad employees are not re-imbursed for the cost of meals and lodging incurred by them in carrying out their duties under their working agreements away from their permanent place of residence, such expenses shall be an allowable deduction.

Other Proposals

Hope was expressed in the brief that at the current session of Parliament a committee of the House of Commons would be established to investigate and report on the effects of technological change and automation.

The Government was urged to increase family allowances to the following scale: \$10 for each child under 6 years of age; \$11 for each child over 6 and under 10; \$12 for each child over 10 and under 13; \$13 for each child over 13 and under 16 years of age.

Expressing pleasure that the Government continues to recognize the problem of rehabilitation of the disabled, the Brotherhoods hoped that the policy will be continued and that "the scope of rehabilitation services available to these unfortunate citizens will be expanded".

It was re-iterated that the Immigration Act should receive general revision and that its administration should be placed under the Minister of Labour. "The Department of Labour," the brief noted, "has the fullest knowledge of employment conditions and requirements in the whole of Canada, and is in the best position to regulate immigration to meet the needs without promoting unemployment.

"In the proposed revision of the Act and regulations, may we suggest again that the Department be given the assistance of a commission upon which Labour would be pleased to take part and assume its share of responsibility, together with farmers, management, government and any other representatives of interested parties."

It was urged that universities that hold night classes be given more assistance by the Government than those conducting only day classes, and that greater effort be made to keep teachers working at their profession.

In conclusion, the brief urged all governments to recognize the principle of appointing labour representatives to public bodies, boards and commissions, "including the Senate".

The brief was heard by Prime Minister Diefenbaker; Hon. George Hees, Minister of Transport; Hon. Michael Starr, Minister of Labour; and Hon. Sidney Smith, Secretary of State for External Affairs.

The Government's Reply

Commenting on the brief, Prime Minister Diefenbaker first complimented the delegation on its conciseness.

Referring to the request that Labour be more fully represented on public bodies, Mr. Diefenbaker noted that M. M. Maclean,

former Assistant Deputy Minister of Labour and for many years before that a member of a railway brotherhood, had recently been appointed to the National Capital Commission.

Appointment to the Canada Council would be necessary in April, when the terms of some present members expire, he announced, and he hoped that among the replacements there would be representatives of Labour and Agriculture.

On the Brotherhoods' request for improved health insurance the Prime Minister said that the matter was one of co-operation between the national Government and the provincial Governments. "We have no authority in any way to carry into effect that section. In fact, if it had not been for the action taken by this Government, the National Health Insurance Act could not have come into effect for six months following the date that it now comes into effect."

In connection with housing the Prime Minister noted that the Government had established a record "never before equalled" in this country. He noted that the sum of \$750,000,000 had been provided and had created widespread employment, and that the Government had tried "to meet what you had in mind in your representation last year in connection with housing, in that we provided for lower-cost housing to the end that as many Canadians as possible who would otherwise have been denied any opportunity to share in the housing plan had been able to do so."

On unemployment, Mr. Diefenbaker said he believed that Canada was on its way out of the recession.

In the United States, he noted, recent figures on the unemployed indicated that 4,900,000 persons were out of work and that Canada "has not touched the same depths as the United States, in large measure due to the fact that we faced up to this

problem, first in connection with extension of field operations through finance of the National Housing Act, then in public works and in the extension of assistance in order to encourage production which otherwise would not take place".

Labour Minister Michael Starr then spoke, referring first to suggestions made in connection with the Unemployment Insurance Act.

"At the moment," he said, "we are studying possible amendments to this Act. I know I will bring in amendments to this Act at this session of Parliament." He thought that a number of the suggestions the delegation had made would be implemented.

Mr. Starr expressed the hope that the program for the rehabilitation of the disabled would continue "with a great deal more impetus and zest".

Referring to the Industrial Relations and Disputes Investigation Act, he noted that a great deal of work was necessary before the amendments are brought in. A great many suggestions concerning amendment of the Act had been received.

Transport Minister Hees spoke of legislation that had been put into force to eliminate level crossings and how it had been improved upon. He also referred to representation of Labour on public boards, mentioning specifically the Board of Transport Commissioners. He stated:

"One of our commissioners has always been a representative of Labour. As you know, we will be making a change because our present commissioner representative of Labour is reaching his 75th birthday in May, and we have been in consultation with railway labour brotherhoods, and a representative of Labour will be appointed who I certainly believe will be satisfactory to you, to take the place of our present labour representative on the board."

CMA President Critical of Labour's Requests

Commenting on demands made on the Government by Labour, Ian F. McRae, President of the Canadian Manufacturers' Association, recently asserted that "there is clearly a need for Labour to review its position".

Referring to CLC representations to the Cabinet, Mr. McRae said they indicated Labour visualized the Government as a vast redistribution agency whereby the money for its proposals is found by "squeezing corporations and soaking the idle rich".

He noted the so-called idle rich are a vanishing breed. Of the 86,000 Canadians at present earning more than \$10,000 per year, only 2,500 are making more than \$50,000; these have nearly 40 per cent of their earnings taken away in income taxes. If the tax on the group was doubled, the Government would get only about \$78,000,000 more revenue.

In connection with his tax statement, Mr. McRae said that the increase in old age pensions alone, as sought by the CLC, would cost the Government an additional \$200,000,000, and this was only one of the new welfare benefits Labour wanted. Along with these benefits they also wanted higher income tax exemptions. Corporations, he noted, are already paying nearly 50 per cent of their profits in taxes.

41st Annual Meeting of the Canadian Construction Association

Retiring President predicts further increase in construction activity this year, resulting in employment for 625,000 in construction industry, for many more in supplier industries; appeals for maximum support for wintertime construction

The trend towards an increase in the amount of construction undertaken should continue in 1959, with the total value reaching perhaps \$7,500,000,000, said Harold J. Ball in his presidential address to the 41st annual meeting of the Canadian Construction Association, held in Montreal in the latter part of January.

This, he pointed out, would mean that employment would be provided for more than 625,000 in the construction industry itself, and for an even greater number in the manufacturing, transporting and merchandising of construction materials and equipment and in services dependent on construction.

Matters discussed at the meeting included labour relations, apprenticeship training, housing, the revision of labour legislation, and labour conditions in federal Government contracts. The question of wintertime construction also received a good deal of attention.

The meeting adopted a resolution calling on Labour to make unspecified "contributions" to further winter construction.

A guest speaker at the meeting, Major-General H. A. Young, Deputy Minister of Public Works, described in outline the large amount of construction work that is being undertaken by the federal Government.

J. Eric Harrington, son of a former president of the CCA, was elected President for 1959, in succession to Mr. Ball.

Winter Construction

The considerable success that has attended efforts by public authorities and private persons to arrange the construction industry's operations to provide as much winter work as possible was referred to in the President's address.

"We know also, however," he said, "that much remains to be done to offset the outmoded prejudices against wintertime construction. The educational program has been gaining ground and momentum. It is not often that one finds a project in which everyone benefits. Let us give it our maximum support."

The Deputy Minister of Public Works in his address to the meeting said that an

important feature of the Government's construction program had been an increase in winter construction work. The amount of winter employment provided by suitable timing of building maintenance and interior work had increased substantially during the past couple of years, he stated. About 375 small harbour and river projects had been planned for the current winter, in addition a continuation of work on as many marine projects as possible.

"We have endeavoured to extend the winter work principle to the building construction field," the Deputy Minister said. "Our contracts now have clauses stating work must continue through the winter months, and results have been rewarding. We anticipate an increase in winter employment during the current winter of well over 30 per cent as compared with operations a couple of years ago. We expect that this total increase may well exceed 4,000,000 man-hours."

As a further example Gen. Young cited the building this winter of some 65 small post offices. "What I think may be of special interest is that the costs of this program are not as high, compared with summer construction, as we had anticipated. In many cases the margin is less than 5 per cent," he said.

A resolution passed by the Association called upon Labour to make "contributions" to winter employment. Although the matter led to long discussion, the nature of this contribution was not specified. Some delegates suggested that wage rates should be reduced, but others said that this was unrealistic. Most, however, seemed to think that some concessions might be made in regard to working conditions.

Housing

In its statement of policy the Association strongly advocated the maintenance of the National Housing Act on a basis that would serve the essential housing market. It said that the main emphasis should continue to be on enabling more and more Canadians to own their own houses.

Continued efforts should be made to reduce housing costs by greater individual

The Canadian Construction Association's research and education committee reported that a \$2,000 fellowship that had been offered by the CCA for the last three years for post-graduate studies pertaining to construction has gone begging. In spite of an intensive publicity campaign there had been very few applications, and none of those had been acceptable. The CCA plans to withdraw its offer.

productivity, by greater consideration for cost in designing, by assembly line construction on the site, by securing availability of serviced lots at reasonable cost, and by modernization of building codes and research activities.

As a step towards keeping down costs the Association recommended that the Act be amended, or that the Municipal Improvements Assistance Act be revived, to provide for the financing of feeder water mains and trunk sewers for low-cost housing projects.

It also recommended that the purchase of used houses be allowed under the National Housing Act.

Labour Relations

"Increased productivity on job-sites and in plants will continue to require the maximum possible co-operation between and within management, labour and government. Increased trade training and judicious control of immigration programs will also be required to meet higher productivity standards," the CCA said in its statement of policy.

The Association favoured the joint conference board principle both on a national scale and at those centres where labour negotiations are conducted collectively by duly authorized employers' committees. It also recommended that labour contracts for given centres or areas should have common expiry dates.

It stated that it condemned in principle labour agreements that make membership in a trade union a condition of hiring or of continued employment.

Patterns of Industrial Dispute Settlement in 5 Canadian Industries

Five studies of labour-management relationships in five Canadian industries, financed by grants under labour Department-University Research Program, have been published in one volume by Industrial Relations Centre, McGill University

Five studies of labour-management relationships in five Canadian industries, whose authors were assisted and editorial assistance financed by grants under the Labour Department-University Research Program, have been published in one volume under the title, *Patterns of Industrial Dispute Settlement in Five Canadian Industries*. The book's editor was Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, who also contributed an introductory part, "Concepts in Labour Relations," and a concluding chapter, "The Process of Accommodation".

Each study was carried out by its author independently of the others as research projects in the University of British Columbia, United College, Winnipeg, and McGill University.

Prof. Woods' introductory chapter attempts to establish a conceptual frame of reference for all the studies, and his concluding chapter draws on the industry studies for data and suggestions to formulate a theory of dispute settlement related to the unique Canadian machinery of intervention.

The studies and authors are:

"Third Party Intervention in the Alberta Coal Industry 1900-1951" by D. E. Armstrong and Muriel Armstrong.

"Pattern of Accommodation in the Men's Garment Industry of Quebec 1914-1954" by Michael Brecher.

"Labour Disputes Settlement in the Construction Industry of British Columbia 1948-1954" by Stuart Jamieson.

"Third Party Intervention in the Quebec Primary Textile Industry 1944-1952" by Michael K. Oliver.

"British Columbia Logging and Lumber Industry 1946-1953" by J. R. Vaselenak.

The writers of these industry studies have availed themselves of the latitude provided by the absence of central direction to investigate widely differing industries with sharply contrasting institutional bargaining relations. They have in two cases covered approximately a half century, and in the other three, only a few years. The research methods used and the approach selected reflect the disciplinary interest and training of the several writers, as well as each one's

appraisal of what is important. Yet in spite of the independence displayed by the authors, the studies, when taken together, show remarkable consistency and lend strong support to a common consensus about the settlement of labour-management differences in Canadian industries, under the somewhat unique form of public institutions as provided in Canadian law.

Each of the studies includes sufficient descriptive material on the industry under review to provide a background of economic influences necessary to maintain perspective. And it becomes quite clear that such data are crucial to an understanding of labour relations problems. But perhaps more important is the insight that emerges about the nature of collective bargaining and the process of accommodation itself.

The oversimplification of popular conception are replaced by the complex realities of actual experience. Collective bargaining appears as an intricate web of relationships and interests that somehow progress in time through what Mr. Oliver refers to as a "dynamic equilibrium". Or, as the Armstrongs conclude: "If... third party... intervention is to be understood... one must go behind the third parties and the machinery of intervention to the temper and strength of the disputants, and beyond that to the social and economic factors."

It is interesting to note how each industry studied has, through time, evolved an established institutional structure that reflects the character of the problems of the respective industries. Four of the studies are concerned with multi-structures on the employer side, but each of these differs in form and operation. There is only a superficial resemblance between the employers' representative organizations in, for example, the British Columbia logging industry and the Quebec Men's clothing industry; the joint machinery of the British Columbia construction trades has little in common with the employers' associations in the Alberta coal industry, taken at any time in its history.

Yet there are common factors, and indeed it is these that emerge from the studies as fundamentals. And it is on these elements in common that a theory of labour-management accommodation can be built.

Mr. Vaselenak has demonstrated the importance of accommodating the parties

internally as the basis for the more apparent settlement between the representatives of unions and management; and Mr. Brecher, in the clothing industry study, has shown how this process can reach a high level of subtlety and sophistication. Mr. Jamieson's study of the construction trades illustrates the difficulties encountered when, through temporary economic influence and the extension of an outside jurisdiction, conflicting patterns of accommodation appear for a given industry in a given area.

Throughout the studies there is much preoccupation with the role of the state. Here again there appears to be considerable agreement that the state agencies, especially where they are "recommending" rather than "awarding" or "ruling" bodies, are limited by the power relationship with which they are dealing. Success by either conciliation officers or boards seems to be confined largely to cases where the circumstances were favourable, or conversely where a strike was highly unlikely. But perhaps more striking is the revelation that the same restraints operate quite effectively when the third party is clothed with arbitral power. This is shown in the practice of "agreed" arbitration in the clothing industry and in the manner in which the Director of Coal Operations imposed the miners' demands on employers when the power of the men and their union was great. It is also reflected in the disastrous consequences of a B.C. Labour Department ruling that all conciliation boards must submit at least a majority report, thereby discouraging accommodative recommendations.

There is much more in these studies. They represent one of the first serious attempts at depth study of labour relations in specific Canadian industries. They are valuable separately for those with a special interest or concern in one of the industries, and collectively for those who wish to compare and contrast and draw more general conclusions. They reveal much about the nature of collective bargaining, about the third-party function, and they have important suggestions regarding public policy.

The book was published by the Industrial Relations Centre, McGill University. It is obtainable from the Centre at a price of \$5.00 postpaid for single copies, \$4.50 per copy postpaid for four or more copies.

Technical Training in the United Kingdom

Organization and functions of various types of technical training institutions in the United Kingdom are described in detail in Department's sixth report, just published, in series on Research Program on the Training of Skilled Manpower

The organization and functions of the various types of technical training institutions in the United Kingdom are described in detail in a report just issued by the Department of Labour under the title *Outline of Technical Training in the United Kingdom*.

The report describes the regular school system, explaining the differences between the grammar school, the secondary modern school and the secondary technical school. The part played in advanced technical education by the "technical colleges" and the universities is discussed, and there is a description of the system of granting certificates and diplomas by which workers in industry are enabled to progress to the skilled, technician and professional levels.

This report, the sixth in a series issued as part of the Research Program on the Training of Skilled Manpower, was preceded by: No. 1, *Progress Report* (summarized in the *LABOUR GAZETTE*, Aug. 1957, p. 940), No. 2, *Technological Changes and Skilled Manpower: Electrical and Electronics Industry, Heavy Machinery Industry* (L.G., Nov. 1957, p. 1281), No. 3, *Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry* (L.G., Oct. 1958, p. 1110), and No. 5, *Vocational Training Program in Canada* (L.G., Nov. 1958, p. 1252). The fourth report has not yet come off the press.

This latest report was prepared by W. Graham Craig, who was employed by the Department in 1957 to help in the Research Program. Mr. Craig was until recently an instructor at the Royal College of Science and Technology and the Scottish College of Commerce, Glasgow.

Copies of the report, and others in the series, are obtainable without charge from the Publications Division, Department of Labour.

Schools

In the United Kingdom a measurable part of children's basic training in craftsmanship "is received by them in institutions managed and controlled by local education authorities, either in their later years of compulsory day-school attendance or in the years immediately following their statutory release from such attendance," the report says.

Three distinct types of secondary schools, for children aged 11 to 15 years, are recognized by the Education Act, 1944. These are: secondary grammar schools, secondary modern schools, and secondary technical schools.

"The kind of secondary education a child is given usually depends on the results of a test taken at the age of 11," according to the report. "Pupils are allocated to the various types of secondary courses according to their fitness to profit from them, assessed on the basis of evidence derived from teachers' estimates of attainment, intelligence tests and attainment tests."

The majority of pupils at the various types of secondary schools take the examination for the General Certificate of Education, which was introduced by the Minister of Education in 1951. The main features of this examination are that: papers are set at three levels—ordinary, advanced, and scholarship—and a certificate given for a pass in one or more subjects; all subjects are optional and no "minimum" or "group" requirements are imposed; most candidates are at least 16 years of age on September 1 of the year in which they sit for their examinations.

The candidate can make his choice from among a number of subjects, and besides the usual academic subjects he may elect to take art, music, handicraft, or domestic, commercial or technical subjects.

Vocational Education in Secondary Schools

Vocational training in its most elementary form begins for school children at the age of 11 years. Re-allocations, when advisable, take place two years later, and there are many such re-allocations.

The three main types of secondary schools (grammar, technical, and modern) take respectively about 20, 5 and 75 per cent of the 11-16 age-group.

At present secondary technical schools provide a two- to three-year course on pre-vocational lines, although in the future it is hoped to provide a full-length secondary course. In a number of schools fourth year intensive courses are provided at the end of the normal three-year junior secondary course.

Secondary technical courses are provided in engineering, building, textiles, housewifery, catering, commerce, art, and agriculture. The three-year course generally

includes such subjects as woodwork and metalwork, technical drawing, and applied mechanics.

Technical Colleges

"Technical colleges in the United Kingdom provide instruction in all recognized forms of technology," the report says. "Apart from the wide field covered by mechanical, electrical, civil, and aeronautical engineering, courses of instruction are conducted in architecture, building, textiles, mining, plastics, and many forms of applied physics and chemistry. Students from almost every type of industry can be found in the major technical colleges of the country. . .

"In England and Wales some 300 technical colleges (other than art colleges) provide full-time courses for students, while in addition some 250 technical colleges provide courses for part-time students only. Of the total number of technical colleges, about 150 give instruction in one or more of the technologies at an advanced level; that is to say, to Higher National Certificate standard. . .

"While it is true that the greater part of the instruction at technical colleges continues to be given on a part-time basis, the number of students in full-time attendance at such institutions has increased in recent years to an extent hitherto unknown."

In June 1956 the Minister of Education announced the provisional designation of eight colleges as "Colleges of Advanced Technology," three in London and the others in various parts of the country. All of them have now been given full Ministerial recognition.

Colleges approved as "Colleges of Advanced Technology" concentrate on scientific and technological education at the highest level, and funds have been provided by the Government towards their rebuilding and expansion.

In a few parts of the country technical colleges have affiliated with their local universities, and this arrangement has met with considerable success.

Sandwich Courses

Sandwich courses play an important and increasing part in the British system of technological education, says the report. A sandwich course is one that involves alternate periods of full-time attendance at a technical college with equal periods in industry for practical training.

The Government is encouraging these courses, and it is believed that they offer advantages over courses of evening study,

which place a strain on the students. Sandwich courses of the type favoured will be of four to five years duration. It is considered that these advanced courses will suit the able worker who is already employed in industry, as well as serving to attract an increasing number of young people when they leave school at 18 years of age.

Periods of five months in a college and seven months in industry, or of about six months in each, are considered the most effective and convenient arrangement. The list of colleges which provide sandwich courses in England and Wales is extensive.

National Certificates and Diplomas

"National Certificate and Diploma schemes have been in operation in various branches of technological education for almost 40 years. . . The National Certificate schemes which are now in operation throughout the country are intended for part-time as distinct from full-time students, and are designed to secure a minimum national standard representing continuous part-time study over a period of five or six years from the age of 16 or 17. An Ordinary National Certificate is normally taken after three years' study, and a Higher National Certificate after a further two years.

"The Higher National Certificate is a qualification of approximately first degree standard in the subjects taken, although, being based on a part-time course, it is necessarily narrower in scope," the report continues. "Endorsements in respect of additional subjects may be awarded as the result of further study.

"It is common for students who have gained the Higher National Certificate to pursue their studies to a level which provides complete exemption from the examinations of professional institutions.

"The National Diploma schemes are designed to set a similar standard for full-time students. An Ordinary National Diploma is awarded on two years full-time study, usually started at the age of 16. The Higher National Diploma requires three years study and covers approximately the same ground as a university degree course. . . National Certificates and Diplomas are awarded jointly by the Ministry of Education and the professional institutions concerned."

National Colleges

"In a few relatively small and specialized industries National Colleges for technological training have been established by the Government. There are now seven such

colleges in the United Kingdom. In each case the object of the Government has been to provide highly specialized training in a single industry, which is highly dispersed throughout the country and employs comparatively few personnel, or the techniques of which are used in many other industries."

The seven National Colleges are: the National College of Horology, the National Foundry College, the National College for Heating, Ventilating, Refrigeration and Fan Engineering, the National College of Rubber Technology, the College of Aeronautics, the National Leathersellers' College, and the National College of Food Technology.

Universities

Although the British universities, of which there are 17 in England and Wales, four in Scotland, and one in Northern Ireland, receive a very large measure of financial aid from the state, they are entirely autonomous in government and administration. No government department has any jurisdiction within any of them or any control over them.

Grants to the universities are not made directly by the Treasury, but are allocated out of a lump sum voted by Parliament and administered by a body known as the University Grants Committee.

Altogether 43 per cent of the student body in Great Britain attend classes in the arts faculties, while the faculties of pure science account for 22.5 per cent of the student body.

British universities use various designations to describe the degrees they confer in the field of technology. In most universities the completion of a three-year or four-year course of full-time study leads to the Bachelor of Science (B.Sc.) degree, except at Oxford and Cambridge, where a Bachelor of Arts (B.A.) degree is awarded.

Of the 22 universities in the United Kingdom, 18 have separate departments of engineering. There are departments of metallurgy at the Universities of Birmingham and Sheffield; of naval architecture and marine engineering at Glasgow, Liverpool, Belfast, Newcastle and Southampton. Several other universities offer special courses in connection with particular industries.

In 1954 university degrees and diplomas granted by the universities of Great Britain in engineering and other applied sciences numbered 2,800. This figure represented 57 per million of the population of the country. In the same year 8,110 Higher National Certificates, or equivalent qualifications,

were awarded, representing 164 per million of the population. The number of graduates in pure science represented 105 per million of the population. (For the whole of Western Europe the comparable figure was 48, for the USSR 56, and for the United States 144.)

About 2,300 of the graduates obtained their degrees by full-time study at universities, while the other 500 attended classes, full-time or part-time, at technical colleges.

Day Release Schemes

"A remarkable increase has taken place in postwar years in the number of persons who are released by their employers for part-time education during their normal working hours," says the report. In 1939 the number of workers so released was 43,000; in 1956-57 it had risen to more than 417,000. The raising of the school-leaving age from 14 to 15 in 1944, with a resulting loss to industry of a number of its youngest workers, makes this increase all the more remarkable.

Release for part-time study during working hours is usually granted for a period of three years to those between the ages of 15 and 18 years. Sometimes the release is for one year or two years only. Most modern schemes of day release allow the employee to be absent for one whole day a week, but under some schemes the worker may be released for two half-days.

"The main advantage of the day-release system of vocational education is, perhaps, that it transfers the burden of professional and craft studies to the day-time and so lessens the strain which is imposed on young workers," the report points out.

Some employers, however, make attendance at a certain number of evening classes in the employee's own time a condition of release during working hours.

Training within Industry

"An important part is played by industry in the provision of technological education and training in the United Kingdom. Many firms have established independent courses of training within their own premises in the crafts and skills which are appropriate to their industry, while in the larger industrial organizations training schemes have been erected on a more comprehensive scale, varying in intensity from technician to the most advanced levels and in duration from a few months to several years."

Accepted methods of training by employers include: induction courses, which usually last for from one to six weeks; works schools, which are maintained by many industrial undertakings on their own

premises; day continuation schools, established in some districts by local education authorities under the Education Acts of 1918 and 1921 with the voluntary support of industrial concerns in their areas; and training centres, which consist of separate education departments within many large industrial organizations which are responsible for the training of all the firm's employees.

"Modern industry, therefore," the report adds, "is responsible internally for the training of a large percentage of its own personnel, and many training schemes within industry in co-operation with the universities and technical colleges attain the highest levels."

Apprenticeship

"While the number of university graduates who have entered industry in recent years has increased beyond all previous experience," the report says, "the normal method of gaining professional qualifications as a technologist is still that of a substantially full-time apprenticeship concurrent with part-time courses of study at a technical college in the evenings."

There are three main types of apprenticeship:

1. The apprenticeship may begin at the age of 17 or 18 years and last for four years. The course combines intensive training in the works with classes on a part-time release scheme leading to one of the National Certificate qualifications.

2. Pre-graduate apprenticeship, which consists of practical training for one year before entering on a full-time course at a university or major technical college, and another year after the completion of the academic course. The apprentice may also be required to train during vacations. This method is not widely used, but is gaining popularity in the engineering industry.

3. The graduate apprentice may enter industry on three or six months probation after he has completed his academic course. He then enters on a two-year training

period in the works. He is usually expected also to attend special lectures at the local technical college.

The report briefly describes the apprentice training schemes of two industrial concerns which are given as examples.

The majority of apprentices who are released by their employers to take part-time day-release courses probably attend courses designed and arranged by the City and Guilds of London Institute, "founded for the advancement of technical education by the Corporation and certain Livery Companies of the City of London".

The Institute prepares schemes of syllabuses and arranges examinations, and issues certificates and awards approved by the Ministry of Education.

Although statistics are not available as to the number of apprentices in training, the report states that it is known to have increased greatly since 1954 owing to the introduction of training schemes by many of the leading industrial organizations in the country.

The report makes reference to several United Kingdom publications which outline in some detail the British technological education system. Some of the more important of these are: *Higher Technological Education* (the Percy Committee report of 1945), *The Future Development of Higher Technological Education* (1950), *Higher Technological Education* (1951), and *Technical Education* (1956), all of which are official reports of the U.K. Ministry of Education. Another report of the Ministry of Education, *Technical Education in Scotland*, covers the rather different Scottish system. The U.K. Ministry of Labour and National Service in 1958 published a very useful report, *Training for Skill*, which deals with the recruitment and training of young workers in industry. There are many other sources of information about technological education in the United Kingdom, including circulars issued by the Ministry of Education and reports by the University Grants Committee on university development.

Farmers' 1958 Cash Income 8.3 Per Cent above 1957 Total

Cash income from the sale of farm products and from participation payments on previous year's Prairie grain crops in 1958 amounted to an estimated \$2,808,234,000, up 8.3 per cent from the preceding year's total of \$2,591,861,000 and 5.4 per cent from the 1956 total of \$2,663,520,000.

Supplementary payments made under the provisions of the Prairie Farm Assistance Act and the Western Grain Producers Acreage payment in 1958 amounted to \$61,085,000 compared with \$1,987,000 in 1957 and \$5,004,000 in 1956.

The increase in cash farm income was attributed to larger returns from the sale of livestock. All provinces had larger farm cash returns in 1958 compared with 1957.

Civilian Rehabilitation

Principles Governing Rehabilitation

International conference on legislation concerning veterans and war victims convened by World Veterans' Federation at The Hague adopts series of recommendations on principles that ought to govern the rehabilitation of the disabled

Recommendation on the principles that ought to govern rehabilitation were adopted at an international conference on legislation concerning veterans and war victims, organized by the World Veterans' Federation and held at The Hague during November.

The conference declared that since rehabilitation is necessary to restore to the fullest extent possible the physical and mental powers of disabled persons so that they can resume their place in society, any such person should have the right, and should take advantage of the right, to the rehabilitation services established by the competent authorities.

The conference recommended that governments should take the necessary steps to establish and develop specialized vocational guidance and training and social resettlement services for the handicapped. It expressed the opinion that employers who co-operate in bringing about the rehabilitation of the disabled will find among those thus restored to usefulness a number who are particularly well qualified for the work for which they have been trained.

The delegates recommended certain principles to be followed in medical rehabilitation. They stated that it should begin immediately after occurrence of the injury or illness, and that it should cover physical, mental and psychological conditions. They emphasized the importance of the emotional and social aspects of rehabilitation.

Medical rehabilitation should be carried out by teams, with a physician as the captain of each team; and it should comprise prevention, diagnosis, prognosis, treatment, counselling, return to society and medical after-treatment. For those whose illness is chronic, and for long-term and geriatric patients, "maintenance therapy" is of vital importance in order to hold any ground that has been gained, the conference said.

The recommendations stated that government schemes of rehabilitation should provide training that will enable the person being treated to become a skilled worker, according to his abilities, and to have the normal chance for promotion. Such persons should not be confined to the few employments formerly reserved for them.

All disabled persons should be provided with adequate financial and other support for the whole period of rehabilitation.

The conference recommended that the institutional and administrative provisions of rehabilitation schemes should be based on the following principles:

—Members of the rehabilitation team must work together, each member understanding his own place in the team as well as that of each other member.

—The importance of education for leisure, as well as education for work, should be recognized.

—Medical and social guidance should be available throughout the rehabilitation process.

—There is a place for voluntary effort within and under the control of a public rehabilitation service.

—Successful rehabilitation depends largely on the skill of the rehabilitation team in stimulating the willingness and co-operation of the patient.

The importance of the mental and psychological aspects of therapy were emphasized at the conference.

All governments should regard rehabilitation as a human problem of solidarity and justice, the conference declared in a recommendation that all governments devote attention to the rehabilitation of the disabled.

Statistical data are needed for an understanding of the problem of rehabilitation, the conference said. Governments should make the necessary investigations and give adequate publicity to the findings. In this task rehabilitation centres should be invited to collaborate.

* * *

Some surprising figures regarding the cost of staff turnover were given in a recent article in *Supervisory Management*. Estimates made by 37 companies in Los Angeles show that "losing and replacing one worker who earns \$80 a week can cost about \$1,000. In higher-level jobs turnover costs may soar as high as \$6,000."

Other surveys have shown that both older workers and disabled persons tend to stay on the job more than other workers, that is, they have fairly low rates of turnover.

Vocational Training for Visiting Homemakers

Ontario sponsors course for visiting homemakers to train women to take charge of family when mother is ill, so that father can remain at work, or to assist older persons in own homes. New women's occupation seen in homemaker services

Twelve to fifteen women are to be recruited from various centres in Ontario for a four-week course to prepare them to be visiting homemakers. The training program, first of its kind in Canada under government auspices, will be held in Toronto under the sponsorship of the Ontario Department of Public Welfare. Details were announced recently at the Ontario Welfare Council Conference on Homemaker Services.

The Need

A visiting homemaker takes charge of a home in times of illness or temporary absence of the mother. Or she may assist elderly people unable to manage alone. She does the shopping, prepares the meals and gives the family members, whatever their age, the sympathetic support they need.

Both the family and the community benefit from her services. The presence of the homemaker often prevents the break-up of home and family life and enables the father to remain at work. She makes it possible for the convalescent mother to return home from hospital; or with her help a sick elderly person may be spared from going into hospital. The result is that hospital beds are freed for urgent cases.

The Canadian Red Cross Society operates the largest number of homemaker services, most of them in Ontario, others in Nova Scotia and British Columbia. Community chests or united funds finance independent agencies in Toronto, Ottawa and Hamilton. In a number of other cities, homemaker programs within family or child welfare agencies are financed by community funds.

But there is an expanding need. The proportions of children and old people in the population are increasing. Furthermore, the introduction of hospital insurance with a probable increase in the demand for hospital care makes it essential to develop services that may be used to shorten or eliminate periods of hospitalization. Anticipating this need, the Ontario Government last year passed the Homemakers' and Nurses' Services Act. This new law enables the provincial Government to reimburse municipalities for up to 50 per cent of their outlay for such services to families unable to pay the full amount of the fee.

Training Course

The first trainees are to be sponsored by municipalities and are committed to work for municipal welfare departments for at least one year. It is hoped, however, that the training plan may later be made available to private agencies.

The course is particularly suited to mature women from 25 to 60 years of age. A candidate must be in good health and have a sound knowledge of housekeeping and child training, a warm personality and the ability to work with people. She must be sensitive and flexible, able to understand the needs of each member of the family.

The course is designed to refresh skills in cooking, housekeeping and marketing and to provide information on the best ways of carrying out these activities. It will include discussion of family relationships, the care of children and the elderly, simple home nursing and the effects of illness in a home. The teaching will be by demonstration and practice rather than lectures.

Instruction will be given by home economists, public health nurses, nutritionists, social workers and other professional workers concerned with homemaking skills, problems of illness and family relationships.

A homemakers' certificate will be presented to each woman who completes the course satisfactorily. The normal rate of pay when she begins work will be \$8 for an eight-hour day or \$1 an hour for part-time work.

Homemaker Services in Other Countries

Homemaker services have existed for many years in the United States as well as the United Kingdom and other European countries. In most of these countries courses for homemakers are well established or, as in Canada, are currently being developed.

The visiting homemaker service as a vocational opportunity and the training of homemakers have been discussed at various national and international conferences, most recently at the United States National Conference on Homemaker Services held in Chicago in February. "The profession of homemaker" is a subject for consideration at the International Conference on Homemaker Services to be held in Zeist, Holland, later this year.

50 Years Ago This Month

London Labour Council opens factory to give employment to unemployed union men in the city. Rules governing plant's operation state the shop was being run "upon principle of self-help," would pay no dividends, aim to earn no profits

Early in 1909 the London Trades and Labour Council opened a factory "for the purpose of giving employment to some portion of the unemployed union men of the city," the *LABOUR GAZETTE* of March 1909 reported. The venture was financed by the Council and run by a committee appointed by it.

About 10 "hands" were employed during February, and it was expected that more would be taken on. The men were stated to be working on the making of toys and small articles, "such as any mechanic can make, so that they will experience no trouble in disposing of their wares to the different business houses".

The *GAZETTE* published a list of rules which had been posted up in the factory. These rules stated that the establishment was being run "upon the principle of self-help and mutual assistance," that it paid no dividends to shareholders and aimed to earn no profits. Hours of work were from 9 a.m. to 12 noon, and from 1.15 to 4.15 p.m., the hours being kept short apparently because of the limited market for the factory's products and the wish to spread the work.

According to a report issued by the Department, and published by the *LABOUR GAZETTE*, the number of labour organizations formed in Canada during 1908 was 197, while 90 organizations had been dissolved during the year.

Of the net gain of 107 organizations, the railway unions accounted for 45, metal trades and printing trades for 12 each, and a miscellaneous group gained 16 locals. Net changes in other industries were small.

In union organization, "perhaps the most important single incident of the year was the organization of 14 branches of the International Brotherhood of Railway Employees in the Maritime Provinces, and their subsequent absorption, except in two cases, by the Canadian Brotherhood of Railway Employees, a new and wholly Canadian organization which was formed during the month of November, with headquarters at Halifax, N.S." (*L.G.*, Dec. 1958, p. 1394).

In continuation of the policy started in 1902, the Lincoln Paper Mills Company of Merritton, Ont., distributed to its em-

ployees during February 1909, a gratuity of 6 per cent of their earnings during the previous year. The average amount received by each employee was about \$35.

Among the requests contained in a memorial presented to the Government of British Columbia by the B.C. executive of the Trades and Labour Congress of Canada in February were the following:

—Discontinuance of the policy of subsidized or assisted immigration.

—Abolition of the election deposit and removal of all restrictions to a free franchise in the province.

—Extension of the government policy of supplying free text books.

—Establishment of a provincial bureau of statistics.

—All government work to be done by day labour.

—Establishment of a legal day of not more than eight hours and a work week of not more than six days, a minimum wage, and a maximum pay period of two weeks.

—Government ownership and operation of public utilities, such as coal mines, telephones, canneries, etc."

At the seventh annual convention of District 18, United Mine Workers, held at Lethbridge in February, the delegates approved the removal from the constitution of a clause which had excluded Chinese and Japanese from membership.

In the President's report the district organization was advised to sever its connection with the Trades and Labour Congress of Canada, and this step was approved by the meeting. At the same time affiliation with the Western Federation of Miners was decided on.

The *LABOUR GAZETTE*'s Hull correspondent reported in the March issue that "several of J. R. Booth's camps on the Coulonge River closed operations last week, and teams and men are coming down, increasingly by about 100 men the army of perhaps 500 men who were already idle in Hull."

Grocers in Hull said that business was continuing to fall off each month, and that workmen were adding to their bills pending the starting of the mills. However, "no cases of distress were reported by the charities of the city."

INTERNATIONAL LABOUR ORGANIZATION

Committee of Experts on Social Security

Meeting of 22 experts suggests new international instrument to ensure equality of treatment of both nationals and non-nationals without residence requirements

A new international instrument dealing with social security for aliens and migrants is suggested by the Committee of Experts on Social Security which concluded a two-week meeting at Geneva on February 6.

The 22 experts, from 18 countries, pointed out that the need had been acknowledged to ensure aliens and migrants as complete protection as possible at the international level. The new instrument they suggested, which would have to be adopted by the International Labour Conference, should ensure equality of treatment of nationals and non-nationals without residence requirements, and should ensure the payment of benefits abroad, they agreed.

They believed it was necessary to make the application of the suggested instrument conditional on reciprocity. Any ratifying state would be required to apply its provisions to the nationals of every other state that had ratified.

A preference was expressed by the Committee for a general instrument applicable to all branches of social security but which could be ratified partially regarding one or more branches.

The experts also considered the possibility of revising several pre-war ILO Conventions in the light of the provisions contained in the 1952 Convention on social security minimum standards. A majority thought that the pre-war Conventions should be completely remodelled. They recognized the practical advantages of separate instruments covering: benefits in case of employment injury; old-age, invalidity and survivors' pensions; sickness benefits; and unemployment benefits.

The Committee agreed that the standards should not be lower than those in the pre-war Conventions and, in general, should exceed the minimum standards Convention of 1952. Temporary exceptions should be provided for the less developed countries.

The Committee considered that ILO Convention No. 42 on Workmen's Compensation (Occupational Diseases) (Revised), adopted by the Conference in 1934, should

be revised or even remodelled because of the progress in industrial medicine and in the techniques developed.

Standards of compensation for occupational diseases should form part of a general instrument dealing with the compensation of occupational risks. Special stress should be laid on the prevention of occupational diseases, which is an essential objective of any system of social security dealing with occupational risks.

In the field of social security statistics, the Committee expressed the view that the International Labour Office should carry out research on specific problems, for example, a study of average retirement ages and the effects of different retirement test provisions.

The views of the Committee of Experts will now be examined by the ILO Governing Body.

Col. V. M. Albuquerque, Director-General, Employees' State Insurance Corporation, Ministry of Labour and Employment, India, was elected chairman of the meeting. As vice-chairman the meeting elected A. C. M. van de Ven, Director of the Social Insurance Division, Ministry of Social Affairs and Public Health, the Netherlands.

Experts taking part in the meeting were: Col. V. M. Albuquerque, India; V. A. Aralov, USSR; M. Mohamed Badran, Egypt; R. Bellaci and C. Carloni, Italy; J. Doublet, C. Michel and D. Motte, France; C. Echeverri Herrera, Colombia; K. Jantz, Federal Republic of Germany; P. Juhl-Christensen, Denmark; F. Kolasa, Poland; H. Korte and A. C. M. van de Ven, the Netherlands; R. Melas, Austria; Robert J. Myers, United States; Arthur Patterson, United Kingdom; A. Saxer, Switzerland; Makoto Suetaka, Japan; L. Watillon, Belgium; J. W. Willard, Canada; and A. E. T. Williams, New Zealand.

The Canadian expert, J. W. Willard, is Director, Research and Statistics Division, Department of National Health and Welfare.

Labour Gains Limited in 1958, ILO Finds

Advances scored in some areas; but they were spotty. Employment increases, where evident, not always sufficient to absorb additions to the labour force

Nineteen fifty-eight was a year of limited gains for the working man, according to a survey released last month by Director-General David A. Morse of the International Labour Organization.

Advances were scored in some areas but they were spotty, and fell considerably short, on the average, of those of the mid-fifties. Employment increases, where in evidence, were not always sufficient to absorb the additions to the labour force; most of the countries which maintain statistics had more unemployment in late 1958 than they had had a year earlier. Gains in productivity were somewhat below the postwar average.

On the favourable side, however, real wages pushed slowly upwards and the progressive extension and liberation of social security continued. The upward rush of consumer prices was curbed. Man-days lost through industrial disputes were held at a moderate level.

These conclusions are based on statistical reports by member countries of the ILO, supplemented by statistical and non-statistical data from other sources.

In general, statistics for the most recent month of 1958 have been compared with data for the same month of 1957, thus measuring the change over a 12-month period. While many of the data represent November or December, some refer to October or even earlier months.

North America and Western Europe are particularly well represented in the statistics, and the information available from the countries of Eastern Europe is somewhat more complete than in earlier years. Information regarding trends in Asia, Africa and South America, however, is far from complete.

Half of the countries surveyed had higher levels of employment in late 1958 than a year earlier, but the gains in certain

cases were not sufficient to offset the net increase in the labour force. In half the reporting countries employment declined. In consequence, 22 out of 29 reporting countries showed some increase in unemployment, although in a number of these the increase was relatively small.

The average (median) increase in consumer prices in the 12 months ending late in 1958 was 2.1 per cent. This compares with an increase twice as great (4.0 per cent) in 1956-57 and was the smallest annual rise since 1953-54.

Despite their moderate scope, price movements tended to restrict gains in real wages during the year. Nevertheless, the median increase in real wages in manufacturing in reporting countries was 2.4 per cent, or near the average level for the postwar years.

Social security protection was extended to additional millions of workers, and in many countries loopholes in social security regulations were plugged and higher benefits introduced.

Scanty statistics on industrial injuries—a year older than the other data considered in this report—indicate no definite trend in injury rates. Among major industry groups, coal mining continued to show the highest fatality rates.

Man-days lost through industrial disputes in 1958 in 28 reporting countries which regularly account for a very large proportion of all such disputes are estimated at 60 million. The 1958 total is about the same as that for 1957 and is somewhat below the postwar average.

Productivity as measured by output per man in manufacturing showed modest gains above 1957 levels. Gains in North America and Western Europe, however, were somewhat lower than those registered from 1956 to 1957.

Forced Labour Convention Now Ratified by 20 Countries

International Labour Convention No. 105 on the Abolition of Forced Labour, adopted by the 1957 International Labour Conference, has already been ratified by 20 countries.

The 20th ratification, by The Netherlands, was deposited with the ILO in February.

Along with the ratification, The Netherlands made a declaration under which the Convention will be applicable also in the Netherlands Antilles, in Surinam and in Netherlands New Guinea.

TEAMWORK in INDUSTRY

Born of a proposal made at a labour-management committee meeting in the spring of 1958, the *Alberta News*, plant newspaper of Carling Breweries Limited at Red Deer, Alta., has just ended its first year of publication.

Produced monthly by and for the employees, the compact, six-page *News* has been a welcome addition to the life of the plant. Five issues appeared in 1958 and enjoyed considerable popularity among personnel.

A recent issue of the *News* carried an interesting line-up of subjects, including a "personality of the month," a directors' report on company business during 1958 and the prospects for 1959, articles on sales promotion, the "buy Canadian" theme, a condensation of the parent company's annual report for 1958, columns on safety reminders and personnel activities, and employees' suggestions for improving plant safety, efficiency and harmony.

The *Alberta News* is just one brain-child of the labour-management committee at Carling's Red Deer plant. Just prior to the new year, the committee initiated a successful "open house" for 40 employees' wives. The afternoon program included a plant tour so that the ladies could see their men-folks "in action".

Bargaining agent for Carlings' employees is the Red Deer Brewery Workers Federal Union No. 533 (CLC).

* * *

A drop of 80 per cent in the frequency rate of lost-time accidents and 50 per cent in the severity rate has been achieved in three years by the Canadian Splint and Lumber Corporation, Limited, Pembroke, Ont., manufacturers of wooden match sticks.

One reason for the improvement has been the reorganization of the safety committee in the plant. The committee consists of 13 members, with each department represented, and meets regularly every month. A new chairman is appointed annually from among the members.

According to records provided by the Industrial Accident Prevention Associations of Ontario, the company's accident frequency rate for one period during 1955 stood at 130.16 and the accident severity rate at 1.945.

Credit for the current improvement in the accident rate is shared by all employees of the company. Their union committee, working in conjunction with the safety committee and management, have combined in making a forceful group to further a concentrated safety program. Suggestions and recommendations made by them on safety matters are examined and implemented immediately by management. Hazards are brought promptly to the attention of the foreman, not only at the safety meetings, but whenever they are reported. Throughout the year the committee is continuously engaged in a "no-accident" safety program.

* * *

Ninety-three safety suggestions, consisting chiefly of recommendations for the installation of guards for mechanical equipment, were considered during 1958 by the nine-man safety committee of the Canada Cement Company plant at Fort Whyte, Man. Of the total 80 were adopted in the 12-month period.

Many of the suggestions used arose on plant safety inspections during which committee members scouted for potential hazards from machinery, and unsafe work habits of employees.

On one occasion a visiting safety engineer drew the committee's attention to an uncovered section of high speed shaft driving a kiln blast fan, and warned that it posed a real danger to any employee attempting to lubricate the shaft bearings.

The company promptly sealed off the potential hazard with a mesh cage guard.

"Teamwork is the key to our safety program," reports J. Legate, assistant superintendent. "We believe in fast action when a safety suggestion is made. It never fails to save lives and prevent injuries."

Nick Mudry, president of local 274 of the United Cement, Lime and Gypsum Workers International Union (CLC), supports Mr. Legate's contention.

* * *

The eastern region employees of the Ontario Hydro Commission have been awarded the Commission's safety plaque to mark nearly 2,000,000 man-hours worked with the lowest accident rate in Hydro's various regions.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued six certificates designating bargaining agents, ordered one representation vote, and rejected three applications for certification. During the month the Board received 17 applications for certification, allowed the withdrawal of two applications for certification, and the Minister of Labour referred to the Board a complaint under Section 43 of the Act alleging failure to bargain collectively.

Applications for Certification Granted

1. Longshoremen's Protective Union, on behalf of a unit of longshoremen employed by The Newfoundland-Great Lakes Steamships Limited at Botwood, Nfld. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America intervened (L.G., Feb., p. 154).

2. The Syndicate of Employees of Nordair, on behalf of a unit of employees in the Maintenance Department and Operations Department of Nordair Limited, Roberval, Que. The International Association of Machinists intervened (L.G., Feb., p. 154).

3. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail pickup and delivery drivers and helpers employed by H. W. Bacon Limited, Toronto, Ont. (L.G., Jan. p. 49).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of John Beardall, Manager-Owner of Radio Station CFCO, Chatham, Ont. (L.G., Feb., p. 155).

5. National Harbours Board Elevator Group, Prescott, Ont., of the Civil Service Association of Canada, on behalf of a unit of regular and casual employees employed at the Prescott Elevator of the National Harbours Board (L.G., Feb., p. 155).

6. International Woodworkers of America, Local 1-71, on behalf of a unit of boom-men and second boom-men employed

by the Vancouver Tug Boat Co., Ltd., in booming and rafting in the area of Twin Creeks, Howe Sound, B.C. (L.G., Dec. 1958, p. 1399).

Representation Vote Ordered

International Union of Operating Engineers, Local 796, applicant, Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent, and Local 1554 of the Canadian Labour Congress, intervener (air compressor operators) (L.G., Jan., p. 49). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield).

Applications for Certification Rejected

1. International Union of Mine, Mill and Smelter Workers, applicant, Bicroft Uranium Mines Limited, Bancroft, Ont., respondent, and United Steelworkers of America, intervener (L.G., Feb., p. 154). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. International Association of Machinists, applicant, Nordair Limited, Roberval, Que., respondent, and The Syndicate of Employees of Nordair, intervener (L.G., Feb., p. 154) (See also Applications Granted, item 2). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Brotherhood of Locomotive Firemen and Enginemen, applicant, Quebec Central Railway Company, Sherbrooke, Que., respondent, and Brotherhood of Locomotive Engineers, intervener (L.G., Jan., p. 49). The application was rejected for the reason

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

that the proposed bargaining unit was not considered by the Board to be an appropriate unit in view of the fact that it is a part of the system operation of the Canadian Pacific Railway Company.

Applications for Certification Received

1. Eldorado Mining and Refining Group of the Civil Service Association of Canada, on behalf of a unit of employees of Eldorado Mining and Refining Limited employed at its Metallurgical Laboratories, Ottawa (Investigating Officer: G. A. Lane).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Sea-Van Express Limited, operating in and out of Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of B.C. Seattle Transport Limited, operating in and out of Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

4. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevators of Federal Grain Limited at Fort William and Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

5. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of Lakehead Terminals Ltd., at Fort William, Ont. (Investigating Officer: J. S. Gunn).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; 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; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of The Ogilvie Flour Mills Co. Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

7. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of The Canadian Consolidated Grain Company Limited at Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of electrical employees in the Work Equipment Department of the Canadian National Railways, Western Region (Investigating Officer: C. E. Poirier).

9. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of N. M. Paterson & Sons Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

10. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of the National Grain Company Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

11. United Steelworkers of America, on behalf of a unit of office employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

12. United Steelworkers of America, on behalf of a unit of stationary engineers and helpers employed by Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: A. B. Whitfield).

13. Lakehead Grain Elevator Electrical Workers (independent), on behalf of a unit of electrical department employees employed in the grain elevator of the Searle Grain Company, Limited at Fort William, Ont. (Investigating Officer: J. S. Gunn).

14. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of clerical employees in the Purchasing and Stores Accounting Centre of the Canadian National Railways at Montreal (Investigating Officer: C. E. Poirier).

15. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed on the West Coast aboard the MV *Tyee Shell* by Shell Canadian Tankers, Limited (Investigating Officer: D. S. Tysoe).

16. United Steelworkers of America, on behalf of a unit of employees of Canadian Dyno Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).

17. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees operating in and out of the North Burnaby, B.C., terminal of the Los Angeles-Seattle Motor Express, Inc., Seattle, Wash., U.S.A. (Investigating Officer: D. S. Tysoe).

Complaint Received under Section 43 of Act

The Minister of Labour referred to the Board a complaint made by the National Association of Marine Engineers of Canada, Inc., alleging that the Gulf and Lake Navigation Company Limited had failed to bargain collectively.

Applications for Certification Withdrawn

1. Warehousemen & Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and H. W. Bacon, mail contractor, Toronto, Ont., respondent (L.G., Dec. 1958, p. 1399) (See also Applications Granted above, item 3).

2. Canadian Brotherhood of (Railway, Transport and General Workers, applicant, and Vancouver-Alberta Freight Lines Limited, Vancouver, respondent (L.G., Feb., p. 155).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Lakehead Terminal Elevators Association and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough).

2. Robin Hood Flour Mills Limited, Saskatoon, and Local 342, United Packing-house Workers of America (Conciliation Officer: J. S. Gunn).

3. Eldorado Mining and Refining Limited, Saskatoon, and Local 913, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: J. S. Gunn).

4. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Company Limited, Caledon Terminals Ltd., Terminal Warehouses Ltd. and International Longshoremen's Association, Local 1842 (Conciliation Officer: F. J. Ainsborough).

5. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Navigators' Association (Conciliation Officer: G. R. Currie).

6. British Columbia Packers Limited (Western Whaling Corporation), Vancouver, and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Shipping Federation of Canada and International Longshoremen's Association (Halifax, Saint John, Three Rivers, Montreal and Quebec) (Conciliation Officers: R. Trépanier and H. R. Pettigrove) (L.G., Jan., p. 54).

2. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 54).

3. Canadian National Telegraphs (motor messengers), Toronto, and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough) (L.G., Sept. 1958, p. 980).

4. Canadian National Telegraphs (micro-wave technicians), Toronto, and Commercial Telegraphers' Union, Division 43 (Conciliation Officer: F. J. Ainsborough) (L.G., Sept. 1958, p. 980).

5. Canadian National Railways (Niagara, St. Catharines and Toronto Railway) (motormen, conductors, and bus operators) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 846 (Conciliation Officer: F. J. Ainsborough) (L.G., July 1958, p. 755).

Conciliation Boards Appointed

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (L.G., Jan., p. 54).

2. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions), including Quebec Central Railway and Dominion Atlantic Railway, and Brotherhood of Locomotive Firemen and Engineers (no conciliation officer appointed previously).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Hill the Mover (Canada) Limited, Ottawa and Toronto Terminals, and Local 419, International

Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 54) was fully constituted in January with the appointment of Leo McLaughlin, Toronto, as Chairman. Mr. McLaughlin was appointed on the joint recommendation of the other two members, Gerard Kelly and Mel Kerr, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 177) was fully constituted in January with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed on the joint recommendation of the other two members, Ross Drouin, QC, and Joseph H. Fine, QC, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in December to deal with a dispute between Stanleigh Uranium Mining Corporation, Elliot Lake, and Elliot Lake-Stanleigh Office Workers' Union, Local 1575, Canadian Labour Congress (L.G., Feb., p. 177) was fully constituted in January with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, G. A. Howes and William Black, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in December to deal with a dispute between Can-Met Explorations Limited, Spragge, Ont., and Quirke Lake-Can-Met Office Workers' Union, Local 1575, Canadian Labour Congress (L.G., Feb., p. 177) was fully constituted in January with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, George Ferguson, Q.C., and William Black, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Board Report Received during Month

Polymer Corporation, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (L.G., Oct. 1958, p. 1142). The text of the report is reproduced below.

Settlements Reached following Board Procedure

1. The Owen Sound Transportation Company Limited and Seafarers' International Union of North America, Canadian District (L.G., Sept. 1958, p. 988).

2. Westward Shipping Limited (MV *Britamerican*) and Seafarers' International Union of North America, Canadian District (L.G., July 1958, p. 763).

3. Shell Canadian Tankers Limited (MV *Western Shell*), National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc. (L.G., June 1958, p. 631).

4. Westward Shipping Limited (MV *Standard Service*, MV *B.C. Standard*) and Seafarers' International Union of North America, Canadian District (L.G., Jan. 1958, p. 70).

5. Shell Canadian Tankers Limited (MV *Western Shell*) and Seafarers' International Union of North America, Canadian District (L.G., April 1958, p. 392).

6. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and National Association of Marine Engineers of Canada, Inc. (L.G., May 1958, p. 499).

7. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and Canadian Merchant Service Guild, Inc. (L.G., May 1958, p. 499).

Settlements after Government Intervention after Strike following Board Procedure

1. Canadian Pacific Railway Company (British Columbia Coast Steamship Service)

and Canadian National Steamship Company Limited and Seafarers' International Union of North America, Canadian District (L.G., Sept. 1958, p. 982). Stoppage of work occurred May 16, 1958. E. G. Taylor, Toronto, appointed Industrial Inquiry Commission, May 27. Mr. R. K. Smith, QC, appointed Administrator, July 25; steamship service resumed July 27 pending settlement of dispute. Mr. E. G. Taylor appointed Mediator by the Minister on January 21. On January 29, Mr. Taylor reported all matters in dispute had been settled.

2. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Railways (Pacific Coast Service) and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (L.G., Sept. 1958, p. 982). Stoppage of work occurred June 24, 1958. Mr. R. K. Smith, QC, appointed administrator July 25; steamship service resumed July 27 pending settlement of dispute. Mr. E. G. Taylor appointed Mediator by the Minister on January 21. On January 29, Mr. Taylor reported all matters in dispute had been settled.

Dispute Lapsed

Imperial Oil Limited (MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10) and Seafarers' International Union of North America, Canadian District (L.G., Oct. 1958, p. 1141). Union decertified as bargaining agent by Canada Labour Relations Board.

Report of Board in Dispute between

Polymer Corporation Limited, Sarnia

and

Oil, Chemical and Atomic Workers International Union, Local 16-14

You appointed C. H. Curtis, G. C. Richardes, QC, the company's nominee, and Gordon Milling the union's nominee, to be chairman and members respectively of a Board of Conciliation and Investigation to deal with the matter noted above.

Your Board met the parties in Sarnia on September 18, 1958, and again on November 6, 7 and 8. The parties were represented at these hearings as follows:

For the Company: J. W. Healy, counsel; T. J. Masters, supervisor, labour relations; W. A. Atherton, manager, industrial relations; E. W. Dill, assistant manager, industrial relations; R. Powell, assistant manager; production division; R. Adams, administra-

tive assistant, research and development division; E Marsh, general foreman, instrument department; G. Catchpole, assistant maintenance superintendent; C. McKenzie, chief chemist.

For the Union: G. Hamilton, committee chairman, plant group; C. G. Palmer, international representative; T. Dillon, president of the local; J. Kimerly, committee chairman, laboratory group; T. Towler, plant committeeman; J. R. Healey, plant committeeman; J. Thomas, laboratory committeeman; B. Pruliere, laboratory committeeman; R. Prior, laboratory committeeman; U. Postill, plant committeeman; C. Pratt, plant committeeman; P. Muise, plant committeeman; T. McKenna, observer.

The board heard the submissions and arguments of the parties and explored various avenues of settlement with them both in joint and in separate meetings. The Board regrets to report that it has been unable to resolve the matters in dispute and it begs to submit the following recommendations:

1. With reference to the agreement between the company and the union covering the plant group:

1. Article 1.01—The Board recommends that the parties accept the wording of this section proposed by the union as a concise and clear statement of the purpose of the agreement.

2. Article 2.01—The Board recommends that the parties accept the following wording of this article.

The company recognizes the union as the sole collective bargaining agent for all employees at its Sarnia plant except foremen, persons above the rank of foremen, those in the Research and Development Division and the Laboratory Department of the Technical Division, security guards, and/or safety patrol men, students employed during their school vacation period, and all salaried employees.

3. Article 2.02—The union expresses concern about disputes that may arise regarding the exclusion of classification from the bargaining unit. Its original proposal was a new clause providing that such disputes might be referred to the Canada Labour Relations Board. In its final submission to the Board the union proposes instead that such disputes be dealt with as the grievance procedure provides, introducing them in writing at the third stage.

It seems to the Board that whatever right either party has to submit such questions to the Canada Labour Relations Board exists apart from any provision of the agreement. Furthermore, such a question could, in the ordinary course of events, give rise to a grievance that either party might process as the grievance procedure now provides. However, since the union is concerned about this matter, the Board recommends that it be clarified in the new agreement by the inclusion of a clause number 2.02 providing for the introduction of such disputes in writing at step 3 of the grievance procedure.

4. Article 2.03—The union proposes the deletion of Article 2.02 of the present agreement. It seems to the Board that the content of the article serves a useful purpose and that it should be retained in the new agreement and numbered 2.03.

5. Article III—The union is disposed to tidy this article up, and to extend the degree of union security. The Board recommends that the article be retained as

affording a reasonable degree of union security. However, the Board proposes that the parties amend article 3.02 to make the check-off effective after 30 calendar days of continuous employment, making it clear that the length of the probationary period is not affected by this change.

6. Article IV—It is the Board's understanding that this item was settled by the parties following the hearings except for the union's proposal that the company should pay the union's negotiating committee for time lost during negotiations. The Board recommends that the parties settle this question by including a new clause in the agreement, Section 4.04, providing that the company will pay four members of the plant committee and two members of the laboratory committee for a maximum of six days lost in connection with negotiation sessions with the company.

Article V—The union argues that there is no need for a clause setting out management functions and that this article should be deleted as extraneous and unnecessary. The company maintains that it is very important to set out management rights. In the Board's view management is correct in its insistence that management functions be specified in the agreement. The Board can see nothing in the particular form of the clause in the present agreement to cause the union concern and recommends that it be retained.

8. Article VI, Grievance Procedure—The union argues very vigorously for certain changes in grievance procedure that appear to the Board to raise rather important questions. In the first place the union objects to the provision in the present agreement (6.09) that permits an employee to take his personal grievance to his supervisor. The union is critical of the outcome of discussions between an employee and his

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14.

The Board was under the Chairmanship of Prof. C. H. Curtis, Kingston, who was appointed by the Minister in the absence of a joint recommendation from the other members, G. C. Richardes, Windsor, and Gordon Milling, Toronto, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Milling. The minority report was submitted by Mr. Richardes.

The texts of the majority and minority reports are reproduced here.

supervisor. The union objects, too, that an employee who decides to approach his foreman directly and then later decides to follow the steps of the grievance procedure may find his grievance outlawed by the elapse of the 10 days mentioned in 6.07. So the union sees the possibility that the section allowing direct approach to his supervisor, 6.09, may prompt an employee to take a step that will lead to the loss of his grievance.

The union proposes that the difficulty just described should be avoided by deleting 6.09 and so requiring that an employee's grievance must be presented formally at step 1 of grievance procedure "through or with his union steward".

The union insists further that serious difficulties arise because the agreement does not give the union itself authority to initiate a grievance. The union proposes that the proper union official, presumably a steward, should have the right to introduce a grievance on behalf of the union at step 1, without the concurrence of any employee. The union submits that to deny a steward the right to file a grievance in this manner is a denial of recognition of the union as the bargaining agent.

Finally the union would change the procedure followed in discharge cases. The union would have a suspension imposed on an employee as a step preliminary to discharge, an investigation of the case by the union, and discussion with the company before the discharge is actually effective. The union submits that this procedure would put the company in a better position to review the situation and to decide either for or against the man concerned. In the union's view once a man is discharged the company is in no position to reverse the decision even when circumstances call for a reversal.

The company has insisted that the present procedure for dealing with grievances and discharge cases is, on the whole, satisfactory. The company proposed an addition to the language of step 3, but dropped its proposal as part of the agreement reached in Article VII.

It seems to the Board that the union is attempting to extend its functions as a bargaining agent beyond the point at which it can operate successfully. This criticism applies particularly to its proposals regarding discharge cases. If the employee facing possible dismissal is first suspended while the union and the company discuss his case, the union is sitting with the company in judgement on the matter. If the union plays this role conscientiously it cannot sit with the company possessed of the pre-

determined conclusion that the suspended employee is always innocent. The union will surely on occasion find that it must join with the company in discharging an employee.

If the union joins with the company in discharging an employee, how can the union then proceed with the matter to arbitration, turn around and claim the discharge improper and successfully process the employee's case?

If the joint discussions that the union proposes precede a discharge, then surely the Union must adopt one of two impossible positions. The union may take the unrealistic position that a guilty man is innocent, so that it will be able to take his case to arbitration and be logical and consistent about the whole thing. Or the union may take the realistic position that a guilty man is guilty and so deprive him of his right to be heard by a third party acting as an arbitrator.

With these considerations in mind the Board proposes that, while it may be sound to suspend an employee as a preliminary step, the actual decision to discharge him should be the company's. In fairness to the employee concerned it cannot be a joint decision of the company and the union. The union should be informed and the employee concerned should have the right to consult with the proper union official and to be accompanied by him if he is required to appear before any company official. Throughout this procedure the Union's duty is to see that the employee's case is given careful consideration. The union must emerge as an advocate prepared to see that an employee has a fair trial before an independent tribunal and prepared to defend him before that tribunal.

For the reasons stated the Board recommends that the parties revise section 6.06 to provide for suspension before discharge becomes effective. The Board recommends further that the parties review the language of the section to make sure that it provides clearly that the union will be properly informed of a suspension and pending dismissal and that the right of an employee to the services of the proper union official are clearly set out.

It seems to the Board that the union's proposals to delete the present section 6.09 that provides that an employee may submit his personal grievance to management and to include a new section 6.09 providing that the union itself may introduce a grievance at step 1 or 2 would also extend the union's activities beyond proper limits. Such a change would, on the one hand, prevent an individual employee from handling his own

affairs as he saw fit and, on the other hand, it would compel an individual employee to have his complaint processed whether he wished it taken up or not.

In the Board's view Article 6.09 should recognize that an individual has a right to take his complaint or grievance himself to his immediate supervisor and it should recognize, too, that the union is the bargaining agent. The provisions of the article should not make it easier for an employee to get what he wants through his own efforts than through the efforts of his bargaining agent. And the provisions should not enable the employee to get preferential treatment by processing his own grievance.

Accordingly the Board recommends that the article should provide that an employee may discuss his complaint or grievance with his immediate supervisor; that the settlement with his supervisor must be consistent with the provisions of the agreement; and that his grievance or complaint may be outlawed through lapse of time as Article 6.07 provides.

The Board considers that the last mentioned provision should be retained as a risk that the employee must face if he decides to submit his complaint or grievance himself to his immediate supervisor.

In the Board's view the union's proposal that the steward should proceed with a grievance at Step 1 without the concurrence of the employee affected is, in one sense, an invasion of the employee's privacy. An employee should not be compelled to grieve. On the other hand, the union is concerned about the way in which the company's treatment of one employee may affect the interests of the whole group. The union cannot stand by and quietly permit infractions of the agreement just because the employee or employees affected at the moment are not concerned about the matter. So there must be provision for the union to take up such matters with the company.

It seems to the Board that, as the union points out, Article 6.05 which deals with this matter, contains a rather inappropriate word "dispute", for Step 3 is the starting point. The Board recommends that the article be amended to read "Any matter or question arising between the company and the union regarding the administration, interpretation, etc. . . ."

The Board has not lost sight of the union's objection that Article 6.05 has been taken to apply only to union grievances as distinct from individual grievances. In the Board's view the clause has a wider meaning, sufficient to enable the union to process grievances of the sort under consideration here.

9. Article VII, Arbitration—The parties reached agreement on this article during conciliation proceedings.

10. Article VIII, No Strike. No Lockout—This article appears in the present agreement as follows: "The union agrees that during the life of the agreement there will be no strike and the company agrees that there will be no lockout."

The union proposes to add the words "authorized by the union" after the phrase "no strike". The company insists that it must have the union's undertaking that there will be no strikes at all. So the company proposes that the present clause be retained.

In the Board's view the company is quite right in stating that there is not much point in its undertaking to pay wages, recognize paid holidays, pay for vacations, etc., unless it gets not only work but uninterrupted work. However, the Board suggests that care should be taken to place the responsibility for uninterrupted work on the proper shoulders.

Certainly the union must assume its appropriate share of the responsibility to keep work going. The union is in a position to authorize and organize a strike. It is in a position, to, to stand by and allow a strike it neither authorizes nor organizes to proceed without protest. The union should undertake not to do either of these things.

But employees can strike on their own initiative, without the knowledge of the union or in spite of its protests. Moreover, some or all of such employees may be non-unionists.

Surely the union should not be held responsible for strikes carried out by non-members. But there is, certainly, something to be said for the contention that the union which accepts the responsibility of acting as bargaining agent and makes an agreement with an employer can be reasonably expected to see that its members abide by the undertaking not to strike. However, it seems to the Board more realistic to put the employees' responsibility in this matter directly on them and include in the agreement their undertaking not to strike.

Accordingly the Board recommends that the no strike, no lockout provision be as follows:

Article VIII—8.01. It is agreed that:

- (a) the union will not declare, authorize or condone a strike;
- (b) the employees bound by this agreement will not participate in a strike;
- (c) the company will not declare or cause a lockout of any employee bound by this agreement.

11. Article X, Hours of Work and Payment—The Board has examined the changes that both parties have suggested in articles 10.02 and 10.06 and fails to see the need for any of the changes proposed. The Board recommends that the parties retain the article in its present form.

The Board discussed the question of overtime with the company and with the union at some length and appreciates the difficulty they face in finding a solution of this problem as it affects the Maintenance Department.

The Board notes that the company finds it most difficult to have to search throughout the whole Maintenance Department to secure personnel for the overtime work required. Clearly one solution of the problem is to narrow the area in which the search has to be carried out. The Board notes, too, the union's objection that overtime work tends to be concentrated in some of the areas that the company proposes to establish. The union foresees, as a result, that men in some areas will get more overtime than men who are in other areas but in the same classification. The union contends that overtime should be divided as evenly as possible among men in the same classification.

It seems to the Board that the present arrangement must create some dissatisfaction among employees in the Maintenance Department. Surely men in one area who are working on some particular job tend to regard that job as theirs and they must look with some concern on the practice of assigning other employees to do overtime work on that job, even though such assignments are necessary if overtime is to be evenly divided.

The Board regrets its inability to set out a neat answer to this problem. However, the Board suggests that the parties explore the possibility of dividing the Maintenance Department into areas, but into a smaller number of areas than the company suggests in its proposals. It seems reasonable to conclude that, if the company's difficulty arises largely from the fact that it must cover the whole department to man overtime jobs, surely the difficulty would be reduced if the search covered only one-quarter of the department. However, it may be that a division of the department into four areas is not practicable. But perhaps three areas or five areas might work out.

The Board suggests further that, when the parties consider the division of the department into larger areas, they might consider, too, the possibility of defining the

areas in such a way that overtime will not tend to be concentrated in any one or two of them.

In this connection the Board understands that the parties have agreed on the provisions of 10.03(a) and 10.07(a) and that the portion just considered will be handled in a revised 10.03(b) and 10.07(b).

The Board notes the amendment the union asks for in 10.03(e) that would give day employees working overtime a paid lunch period. In the Board's view the conditions of employment of day employees differ from those of shift employees and due consideration is given to this fact in setting hours and rates of pay. The union's proposal does not recognize the pattern and the Board recommends that the union drop it.

The union asks for changes in 10.04 and 10.08 to provide for payment at the rate of double time where payment has been at the rate of time and one-half and for the payment of a premium of time and one-half over and above regular pay for regularly scheduled work on Sundays.

The union has not established that premium rates of the sort it proposes are commonly paid or that there are any special circumstances here that justify paying them. The Board recommends that the parties retain articles 10.04 and 10.08 in their present form.

12. Article XI—The present practice of recognizing nine holidays is clearly adequate in view of practice in the area. The Board recommends that it be continued.

The Board recommends that the union drop its proposal regarding 11.02(a), which is the same as its earlier proposals regarding premium rates.

With reference to article 11.02(b) subsections (ii), (iii) and (iv), the union's proposal that these subsections, particularly subsection (ii), be deleted, is, in effect, a request for an extension of the number of holidays that an employee can take. Subsection (ii) puts a penalty on the employee who decides to extend the normal single day holiday to one of three days. Such an employee loses three days' pay and may well pause to consider the wisdom of extending the holiday. With subsection (ii) deleted an employee deciding to extend his holiday faces a less difficult decision. Is a three-day holiday worth the loss of pay for a day and a half?

It seems to the Board that the union's request for the deletion of the subsections in question proceeds on the assumption that many employees do not want to and, in practice, will not work either one or both of the days adjacent to a statutory holiday,

if they can miss those days at a reasonable cost in lost pay. As a result the company's work-force might well be seriously depleted both on the day before and on the day after a holiday. Under the circumstances the union's proposal is not justifiable and the Board recommends that the parties retain 11.02(b) in its present form.

13. Article XII—The union asks for three weeks' vacation after 10 years' service rather than after 13 years' as at present.

The Board finds, on the same ground that it rejected the request for a tenth holiday, practice among a significant number of comparable employers, that the union's proposal is a reasonable one. The Board recommends that, as part of a settlement providing a two-year agreement, the parties should agree that three weeks' vacation after ten years' service will apply in the first year of the contract.

The union expresses concern about the scheduling of vacations and submits that employees frequently do not get sufficient notice of the date of their vacation. It seems to the Board that the phrase "as far as possible" in Article 12.02(a) is somewhat more vague than practical considerations justify. However, the union's proposal of an inflexible "30 days prior to the date of the first scheduled vacation" is rather too specific. The Board recommends that the parties agree to a provision in which the company undertakes to post schedules 30 days ahead of the first vacation, if possible.

14. Article XIII—The Board has reviewed proposals and the arguments of the parties with reference to 13.01.

The union's submission at one point in the discussions that its primary concern is with the seniority status of those employees presently in the bargaining unit is a reasonable and logical one. The Board recommends that the parties agree to cover that point by the inclusion of the union's clause 13.01(a) in the new agreement. The clause reads:

The seniority status and date for each employee in the bargaining unit shall be as contained in the company's posted seniority list of December 1, 1956, and as subsequently amended from time to time in accordance with Section 13.02, and subject only to changes out of any claim of mechanical or typographical error.

Then the Board recommends that provision be made for the seniority of employees who leave the bargaining unit for a position elsewhere in the company's employ. These employees should retain the seniority they acquired when in the bargaining unit and, should they return to the bargaining unit, upon that return, they should have the place on the seniority list that such retained seniority gives them. The Board

recommends that this provision be so drafted that it will apply to those who have left the bargaining unit since December 1, 1956 and to any who may leave the unit after the effective date of the new agreement.

This matter is covered, in part, by a new section that the union would include in Article 13.03. It seems to the Board that the clause belongs in Article 13.01.

There is a third group for whom provision should be made: those who left the bargaining unit before December 1, 1956, to take positions with the company, but outside the bargaining unit.

The Board has given careful consideration to the submissions of the parties with respect to this group. The Board has concluded that even though the union may be quite correct in its conviction that it dealt too generously with them when the present agreement was negotiated, it cannot, in all fairness, take from them now the seniority it recognized then. Accordingly the Board recommends that the parties draft a third section of 13.01 providing that, upon his return into the bargaining unit, an employee belonging in this group will be credited with all seniority accumulated up to the date of his leaving the bargaining unit and in addition with his service with the company, but outside the bargaining unit, from the date of his leaving the bargaining unit until December 1, 1956.

The Board recommends that the parties leave the length of the probationary period as it is, 90 calendar days.

15. Article XIV, Promotions, Job Progression and Posting—The parties have undertaken to deal themselves with parts of this article that are in dispute.

16. Articles 18.02 and 18.03—The union's request for an allowance equal to regular earnings, including shift differential, rather than excluding shift differential as the present agreement provides, is, no doubt, a small item of cost. However, it seems to the Board that the company is presently making adequate provision for employees who lose time as a result of accident and for employees who are summoned for jury duty or subpoenaed as witnesses. The Board recommends that these articles be retained as they are.

17. Article 18.04—The parties have agreed to deal themselves with the details of this that are still in dispute.

18. Article 18.05—In the Board's view the parties might well leave this article as it is. The Board so recommends.

19. Article 18.06—This article deals with two important matters: the performance of work by foremen and contracting out.

The interests of the union do not call either for the outright prohibition of work by foremen or to the outright prohibition of contracting out. The interests of the company do not require that foremen should be free to do any job, at will, or that any and every sort of work may be contracted out indiscriminately. However, it is very difficult to draft a clause that will show where the interests of one party end and the interests of the other are to be protected. What the union regards as adequate protection of its interests the company regards as an encroachment on its interests, and vice versa. It follows that any clause that is acceptable to both is necessarily rather vaguely and loosely worded. However, such a provision might work very well if it were applied with the necessary amount of give and take on the part of both parties.

In the Board's view the present Article 18.06 will probably work as well as any other. The Board suggests that the parties give serious consideration to retaining it.

20. Welfare Benefits

The union asks that the pension plan as it now stands and the group insurance plan as it now stands be included in the agreement as supplements and that the company bear the full cost of both.

The union asks too for a new sick leave plan and for provision for severance pay.

In the Board's view the welfare benefits presently in effect are adequate and the union should drop its request for sick leave pay and severance pay.

The union's request that the present plans be included in the agreement seems to the Board sound, if employees are to continue to contribute to the cost of them. For it is only reasonable that employees should have a hand in formulating plans into which they are going to put their money. For that reason the Board recommends that the pension plan and the group insurance plan be included as supplements to the agreement and that the company and employees continue to share the costs as they are presently doing.

21. The Board has left with the parties the question of upgrading all 2nd assistant engineers to 1st assistant engineers and the question of the reclassification of certain employees in the plant laboratories. The Board notes the union's statement of its position of this latter question appended of its supplemental submission with reference to monetary proposals in respect of the plant only.

22. The union proposes that staff drivers and truck dispatcher and unit gaugers be included in the bargaining unit.

The Board suggests that these employees should not be included in the bargaining unit by agreement between the parties unless they have indicated their willingness to be so included. The Board suggests further that the parties might settle this matter by arranging to have some third party conduct a vote by which these employees would indicate whether or not they want to be included in the bargaining unit. The Board recommends that, if they adopt this proposal, the parties should be governed by the outcome of the vote.

23. Appendix "B".

The union asks that the shift bonus be increased from 7 cents and 14 cents to 12 cents and 24 cents.

It seems to the Board that these bonuses in their present amount are quite close to the appropriate level and that a change of the size the union suggests is not warranted. The Board recommends that the shift differentials be increased to 8 cents and 16 cents.

The union asks for an increase of ten per cent in the wage rates shown on the schedule in Appendix B, for a one-year contract. The union submits that such an increase is necessary to put the company's rates in line with the rates the union negotiated in 1958 with the petroleum section of the industry and the union points to two settlements in Saskatchewan refineries as proof that such new rates have been established.

The union contends that jobs at Polymer are comparable to those in the petroleum refining industry and require the same skill and impose the same responsibilities on employees as jobs in the petroleum industry. The union then points to the rates of operators, tradesmen and labour in the petro-chemical industry in Sarnia and to the rates of these classifications in two Saskatchewan refineries in support of its contention that a 10 per cent increase is necessary to bring Polymer's rates in line.

The union submits the recently established rates in two Saskatchewan refineries and the recommendations of a board of conciliation for a settlement of a dispute at the British American Oil Company's plant at Moose Jaw as indications of the trend of rates in plants whose old rates is considered higher than Polymer's present rates.

The union submits further that some of the rates it shows are shortly to be revised, and upon their revision Polymer's rates will be even more out of line.

Then the union points to a recent settlement in the trades in Sarnia, particularly, to an increase in the boilermaker's journeyman rate from \$2.55 to \$2.70 in July with

further increases that will raise to to \$2.95 in December, 1959. The union submits that its demand for an increase of 10 per cent in the rates of tradesmen in the company's employ is a modest one in view of the increases described. The union contends that its request is a reasonable one, too, in view of the fact that tradesmen with high rates come into the plant and work beside regularly employed tradesmen who are in lower rates.

The company objects at this point that the outside tradesmen do not get the fringe benefits nor the stability of employment that Polymer's employees enjoy.

In the course of its comments on wages the union submits that the cost of living is a determinant that should be considered in arriving at the appropriate size of a wage increase and that the increasing productivity of the company is another determinant.

The company contends that its present wage rates are high. It submits the average rates paid to operators, mechanic I and labour in 18 refineries and in 12 chemical and other companies, all of which rates are lower than the corresponding rates at Polymer. Then the company submits the rates of Imperial Oil, Dow Chemical and Canadian Oil, all of Sarnia, in support of its contention that its rates compare favourably with others in the area.

The company submits that the average weekly wage of its employees in the period January to June, 1958, was \$96.76 compared with \$94.27 for the Sarnia area, \$72.29 for the chemical industry and \$93.78 for the petroleum industry.

With reference to the relation of its rates to the cost of living the company states that between January 1949 and August 1958 the Consumer Price Index rose 25 per cent while the company's average hourly rate increased by 80 per cent. Since January 1958 the price index has risen 1.45 per cent while wage rates were increased in February 3 per cent. The company concludes that its employees have received increases in wages well ahead of the increases in cost of living.

The company states that the current average hourly earning of its employees are \$2.40 and with fringe benefits \$2.74. The company expresses concern about the level of labour costs per hour that these earnings entail at their present level and greater concern about the consequences of higher wage rates.

The company submits that about 70 per cent of its output is for export, that it is feeling the competition of United States' producers in its export markets and that new plants being built in the countries

where it has normally found markets threaten to encroach on its export sales.

The company contends that if it is to retain this most important export business, it must keep its costs at a minimum in order to keep its prices down. The company concludes that these circumstances compel it to contemplate any further increase in wage rates and in the resulting costs of production with grave concern.

The Board has discussed the question of wages with the parties and the members of the Board have discussed the question among themselves very thoroughly.

The Board is satisfied that the parties are well aware of the various considerations they must bear in mind when determining what wage rates should be included in the new agreement. The parties are fully aware of the consequences of the various positions that are open to them and that they may take during the course of their discussions. Finally, the union's committee and the company's committee are competent and experienced in these matters.

Under the circumstances it seems to the Board that no good purpose would be served by introducing the views of a third party into the discussion any further than these views have been introduced up to this point. Therefore the Board is making no recommendation regarding wage rates beyond the recommendation that the parties meet and settle the question.

II. With reference to the agreement between the company and the laboratory group:

In so far as they are applicable, the recommendations regarding the plant agreement apply to the laboratory agreement.

All of which is respectfully submitted this 12th day of January 1959.

(Sgd.) C. H. CURTIS,
Chairman.

(Sgd.) GORDON MILLING,
Member.

REPORT OF UNION NOMINEE

I am pleased to concur in all but one of the recommendations in the accompanying report of the Board. Since I feel the report otherwise sets out a fair and reasonable basis of settlement for the present dispute, I have signed it on the understanding that I would express my reservation in a rider.

On Article III (relationship) the Board recommends no change except an amendment making the check-off effective after 30 calendar days of continuous employment in place of the present 90 days. This in itself is a desirable improvement, and I concur.

In addition, I believe it would make for a better atmosphere between the parties if Article III were to recognize in decisive terms the permanent nature of the collective bargaining relationship. This local union, under the present and previous affiliations, has a bargaining status of many years' standing. Some of its officers have experience in negotiating and administering contracts with this company dating back to the early 1940's. On this basis alone the union is entirely justified in seeking more than a simple maintenance of membership provision. The reluctance of the company to grant a greater degree of union security and its insistence on retaining a membership "escape period" of fifteen days, are at least unrealistic in view of these facts. At the worst, the attitude of the company can be taken to mean that it has not yet accepted the union as a necessary and integral part of its operations; that management entertains a lingering hope that at some point the employees may become estranged from the union and the bargaining relationship dissolved. Unreasonable though such a suspicion may be, the terms of Article III do little to avoid it, and a continued refusal to extend the protection afforded by this section will tend to confirm what is now only suspected.

I would therefore recommend that the parties amend Article III to provide that all employees must become and remain members of the union for the duration of the agreement. Since the law already provides for revocation of certification under certain circumstances there is no need for the fifteen-day escape period mentioned in Article III, and I would recommend that it be eliminated.

All of which is respectfully submitted this sixteenth day of January, 1959.

(Sgd.) **Gordon Milling,**
Member.

REPORT OF COMPANY NOMINEE

I have had the privilege of reading the report of the chairman of the board of conciliation herein.

I am confining my comments to those matters in the chairman's report with which I most strongly disagree. There are other observations and recommendations in the report with which I do not concur but it would not appear that matters would be advanced by commenting on same.

Article VIII, No Strike: No Lockout

I can see no reason for changing the wording of the section in the agreement as it exists. It is clear and unambiguous. It is a responsibility which the union should

have no hesitation in continuing to assume so long as it remains the bargaining agent.

Article XII, Vacations

In an agreement for a longer period than one year some liberalization in the vacation plan for the second or some subsequent year might well be taken into consideration.

Article XVIII, Miscellaneous

With regard to 18.06 I recommend that the last paragraph thereof be deleted for the reasons stated in the company's brief.

Welfare Benefits

It is of the greatest importance to note that these plans are voluntary and that most of the provisions of them apply to all employees of the company. Since an employee is at liberty to remain out of the plans if he so desires I do not consider that there is any sound reason for making the plans a part of the collective bargaining agreement. The situation would be quite different if the plans were compulsory.

The effect of incorporation of the pension and insurance plan—even by reference—in the agreement could be very serious in the result and the far reaching consequences of which I do not think the Board is in a position to assess.

One of two results of the chairman's recommendation would seem to follow inevitably.

In order to settle the matter the company might find it necessary to agree to changes which, although favourable to employees represented by the union, might be unfavourable, discriminatory or unfair to employees not represented by it and yet the last mentioned employees would have no opportunity of endeavouring to protect their own interests. In those circumstances the company might find itself placed in the difficult and dual position of having to bargain not merely for the protection of its own interests but also for the protection of the interest of those employees who were not represented by the union.

The alternative would be to substitute two or more plans for the present plan. I can foresee that doing so might involve problems of a major nature, actuarially, cost-wise, etc.

Whether it be Polymer or any other company I have always considered that when such a plan—even though contributory—has been in force for many years it is not my responsibility, as one not directly involved, to make a recommendation or recommendations of a major and fundamental nature, the far reaching consequence of which cannot adequately be foreseen or assessed.

Accordingly I would suggest a provision as follows:

The company undertakes to continue to make available the current group insurance and pension benefits during the life of this agreement.

The foregoing would provide the employees with a guarantee of continuance of benefits and I regard such an undertaking by the company as reasonable.

Additions to Bargaining Unit

With regard to the question of additional categories of employees being included in the bargaining unit, it seems to me that the chairman's recommendation encroaches upon one of the most important functions of the Labour Relations Board. It would be most unusual for a company to agree to recognition of a union as bargaining agent of employees on the basis of a vote conducted by some third party. The staff drivers, truck dispatchers and unit gaugers can apply at any time to the Labour Relations Board if they so wish. If the union is certified on their behalf or if the bargain-

ing unit is enlarged by the Board to include them, whichever is the case, the company, of course, will recognize the union as acting on their behalf. I would suggest, therefore, that such employees have their remedy under the Act and that it is not the function of a conciliation board to deal with such a subject.

Appendix B—Shift Differential

The recommendations which I have made with regard to the liberalization of the vacation plan apply equally to the shift differential and I so recommend.

Wages

I agree with the review of the evidence given before the conciliation Board by the parties. I wish only to state that in my view the only conclusion which can reasonably be drawn from such evidence is that the union has failed to justify any request for a wage increase.

All of which is respectfully submitted this 19th day of January, 1959.

(Sgd.) **G. C. Richardes,**
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released decisions in three cases heard December 9.

The first case involved a dispute over the payment of way freight rates to mixed train crews; the second, a dispute over the dropping from service of a fireman; and the third, a request by the Railroad Telegraphers that the position of ticket clerk at a station within the Toronto Terminals Division be returned to an employee under the Telegraphers' jurisdiction.

In the first case, the Board sustained the contention of the employees but recommended that the parties to the dispute should discuss and agree on a revision of the agreement to cover the conditions under payment of way freight rates will be made.

In the second case the contention of the employees was partially sustained and in the third it was not sustained.

Case No. 712—Dispute between the Quebec Central Railway Company and the Brotherhood of Railroad Trainmen concerning a claim for payment of way freight rates to the crews of a mixed train service.

A bi-weekly mixed train service was put into operation between Valley Junction and

Megantic on April 27, 1958, and the crews paid at mixed train rates. Prior to March 15, 1958, and their assignment to the bi-weekly operation, the crews of the trains used in this service had received way freight rates for handling working way cars.

In their contention the employees said that while the trains were advertised and operated as mixed trains, they also handled a regular way car that carried local way freight which was required to be loaded and unloaded by the train crews. Citing an article in the agreement that defined a mixed train, the employees contended that the rule did not provide for the handling of way freight by mixed trains, nor did it provide for local way cars to be handled by mixed trains.

The company contended that, since the trains were mixed trains, way freight rates could be paid to the crews only if they qualified under the rule in the agreement that provided that "Mixed train crews making more than five stops to take on or set out a car (or cars), or that make more than ten (10) switches en route, or a combination of seven (7) movements of such service, will be paid way freight rates for the trip." The company said there

were times when, because of low traffic volume, the crews did not qualify for way freight rates under this ruling.

The company claimed the crews had been paid correctly in accordance with the agreement.

The Board in its decision said payment of way freight rates to the crews of these two trains should be reinstated December 16, 1958.

It also stated that both parties should meet to discuss and agree on a suitable revision to the article covering conditions under which payment of way freight rates would be made.

Case No. 713—Dispute between the Canadian National Railways (Atlantic Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman who was dropped from service and shown as "resigned without notice".

A fireman made application for leave of absence from May 1, 1956 to November 1, 1956, in order to obtain employment with another company during the summer months, when he was usually laid off by the railway. He explained that other companies would not hire a CNR employee unless he could guarantee that he would be working for the whole summer.

The railway declined the application, pointing out that it was against company regulations to grant leave of absence for the purpose of seeking employment elsewhere, that laid-off employees were subject to a 30-day recall and that failure to report in the allotted time would result in the employee's being shown as "resigned without notice". If this happened he would lose all service with the company.

The fireman continued at work for the CNR until May 11, at which time he was granted annual leave until May 20. He failed to report back for duty.

The company eventually determined the fireman had taken another job with another company as an engineman. On August 2, the company mailed a letter to his last known address asking his reasons for being absent and informing him that it was his responsibility to protect his position when there was work available, unless he could not do so because of *bona fide* sickness.

The fireman replied by letter, dated August 13, saying that he had booked off sick on the date his vacation began because he was reporting to his doctor for a check-up. It was his doctor's orders, he said, that he should be off the job of firing a locomotive for a period of at least six months because of serious back trouble. He made

reference to a medical examination received in November 1955 at the railway's medical clinic.

The fireman supplied the company with a medical certificate issued September 17, 1956 by a doctor who stated that he had examined the fireman and found a back condition. The doctor recommended that he should do much lighter work than he was presently doing.

It was the company's opinion that the fireman had not been under a doctor's care during the period May 1956 to August 1956, and that he had taken employment with another company when work was available in his regular occupation.

The fireman was dropped from the company's service and recorded "resigned without notice" effective May 20, 1956.

In their contention the employees pointed out that the examination at the company's clinic in 1955 had shown the fireman was suffering from a sore back and it had been recommended that he be allowed to work on diesel power only. He had been employed on this type of work, the employees stated, until May 20, 1956, when business slackened and there was not enough diesel work for him to maintain his home. This, the employees argued, had resulted in his booking off on sick leave and securing temporary employment on diesel power with another company until he could secure light work with the CNR.

The employees contended that the General Chairman of the Brotherhood should have been notified and his concurrence requested before showing the fireman as "resigned without notice". They claimed this was the usual procedure.

They further argued that another fireman on the same spare board and senior to the fireman in question had been allowed to return to work in accordance with his seniority with the CNR.

The company contended that the fireman's actions, in making application for leave of absence "for the express purpose of taking remunerative work with another company," and in ignoring the advice given to him in the letter rejecting his application for leave of absence, were in contempt of its regulations.

It contended that his booking off sick was irrelevant since he did not produce evidence that he was sick and under a doctor's care, or that he was physically incapacitated from performing the normal duties of a locomotive fireman on a stoker-fired or diesel locomotive.

The fireman's actions, the company declared, were simply designed to derive the highest possible income by taking

employment as an engineman with another company instead of working with his parent company.

It pointed out that the other fireman referred to, who also had reported off duty and accepted employment elsewhere for several months, had promptly returned to work when called to do so. The fireman in question, it said, had persisted in holding his job as engineman until his discharge from that job of September 17, 1956, and it was only after this discharge that he sought to return to his job as a locomotive fireman.

The company, contending the employees' argument that the fireman had reported off on sick leave because there was not enough work available for him to maintain his home, said there had been work available for him during the period May to September 1956 that would have given him at least the same remuneration as he had received the previous winter.

There was no rule within the working agreement, the company argued, which required the company to consult with or request concurrence from the Brotherhood before showing firemen "resigned without notice". Non-concurrence by the General Chairman of the Brotherhood would not have altered the company's stand in such cases.

The company expressed the suspicion that the fireman had "set the stage" to receive compassionate consideration which would enable him to take work with another employer, at the same time maintaining employee status and accumulating seniority which he eventually could "cash in on" with the company.

The dropping of the fireman from the service did not violate or transgress any rules or understanding which the company has with the fireman's representatives.

The Board in its statement said that from the hearing it had developed that there were a number of similar cases and that the fireman should receive the same treatment extended in these cases.

The contention of the employees was sustained to the extent that the fireman be reinstated with full seniority rights unimpaired except for pass and pension rights.

Case No. 714—*Dispute between the Canadian National Railways (Central Region) and the Order of Railroad Telegraphers concerning the abolition of three telegrapher positions at a certain station and the request to return the substituted classification to telegrapher jurisdiction.*

The Canadian National Railways abolished three positions of operator at a station

in the Toronto Terminals Division on July 3, 1957, and established a position of ticket clerk on August 1, 1957. The operator positions came within the jurisdiction of the Order of Railroad Telegraphers; the ticket clerk position, within the jurisdiction of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The Order of Railroad Telegraphers protested the company's action and requested that the position created at the station after the abolishment of the operators' positions be advertised to Assistants under the current Telegraphers' agreement. The company refused to do so.

The Telegraphers cited the list in their current agreement with the company of the classifications covered, which included the classifications Ticket Agent, Assistant Ticket Agent, Ticket Seller, and "any other classification which may be established to perform work generally recognized as that of a telegrapher, and employees in such classification shall be considered as telegraphers within the meaning of this agreement".

A further provision was that "established positions shall not be discontinued and new ones created under a different title covering relatively the same duties and responsibilities for the purpose of reducing the rate of pay".

Refusal of the railway to advertise the position at the station to the appropriate group under the Telegraphers' agreement was a violation of the agreement, the employees contended. The large portion of the work which had previously been assigned to operators, the organization declared, still continued to be required, and the company was not justified in depriving another group of telegraphers, namely "assistants," of this work.

The company, in its contention, said the dispute was improperly before the Board of Adjustment and that the Board had no jurisdiction to make an award on the merits of the case. Essentially, it said, the dispute did not relate to the interpretation or violation of any of the provisions of the Telegraphers' agreement but rather involved a matter of work ownership between the Order of Railroad Telegraphers and the Canadian Brotherhood of Railway Employees and Other Transport Workers. It already was party to an agreement with the latter organization which made the disputed position part of the company's agreement with the Canadian Brotherhood of Railway Employees and Other Transport Workers.

(Continued on Page 295)

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada holds compulsory check-off valid in Quebec. Quebec Court of Queen's Bench confirms legal incapacity of a voluntary association to sue; in another case, allows appeal against decision reinstating union member

The Supreme Court of Canada, reversing decisions of the Quebec courts, ruled that a compulsory check-off provision (the Rand formula) in a collective agreement is a 'condition of labour' within the meaning of Quebec labour laws.

In Quebec, the Court of Queen's Bench dismissed the suit launched by the Montreal Joint Board, Locals 205 and 262 of the International Ladies' Garment Workers' Union, against an employee for theft of union funds, on the grounds that the Board was neither a legal entity nor trustees nor depositaries of the local unions.

In another decision the Quebec Court of Queen's Bench rejected an action launched against a local union for the reinstatement of a union member. The Court found that the local union could not be held responsible since at the time of the expulsion the union was suspended in its activities and its functions had been taken over by a committee appointed by the union's international president.

Supreme Court of Canada . . .

. . . rules that Rand formula for compulsory check-off of union dues is legal under laws of Quebec

On January 27, 1959, the Supreme Court of Canada by a majority (4-3) decision declared the legality of a clause in a collective agreement providing for a compulsory check-off of union dues, covering union members as well as the employees who are not members of a trade union. The Supreme Court ruled that such a provision in a collective agreement is a "*condition de travail*" within the meaning of the Quebec legislation and not prohibited by any law.

The decision reversed the ruling of the Superior Court (L.G. 1956, p. 1579) and that of the Court of Queen's Bench (L.G., July, 1958, p. 767) which had held that the Rand formula was illegal under Quebec laws.

Mr. Justice Judson rendered the majority decision, with which the Chief Justice and Justices Cartwright and Abbot concurred.

Recalling briefly the circumstances of the case, Mr. Justice Judson noted that the judgment under appeal held that clause

2.01 in the collective agreement made between *Le Syndicat Catholique des Employés de Magasins de Québec, Inc.* and *La Compagnie Paquet Limitée* was null and void.

The disputed clause reads as follows:

The employer shall withhold from the wages of each regular employee covered by this agreement a sum equal to the union dues fixed by the Syndicate for its members and shall within the first ten days of the ensuing month remit the amount so withheld to the Syndicate's authorized representative.

The union in question had been incorporated under the Professional Syndicates' Act (R.S.Q., c. 162) and duly certified as a bargaining agent under the Labour Relations Act (R.S.Q., c. 162A) by decisions of the Quebec Labour Relations Board dated December 6, 1950, and May 20, 1954. The collective agreement containing the impugned clause was dated March 24, 1955.

Immediately after the signing of the agreement, all the employees were notified in writing of the existence of the clause by a circular distributed by the company. With the week ending April 9, 1955, the company began to deduct 50 cents per week from the wages of all employees, whether members of the union or not. On April 22, 1955, a number of employees, who were almost all non-members of the union, expressed their dissent by signing the following:

I, the undersigned, hereby declare that I do not authorize the *Compagnie Paquet Limitée* to withhold from my weekly wages the sum of \$0.50 by application of the "Rand formula" from this date to the end of the present contract.

The company nevertheless continued to withhold the 50 cents per week from all employees but, instead of remitting the amounts collected from the dissenting employees, who numbered 254, deposited the money in a special bank account and notified the union of its action.

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The union then took action in the Superior Court to claim from the company the amount collected. The Superior Court held that this compulsory check-off was null and void. This judgment was affirmed by the unanimous decision of the Court of Queen's Bench. The union appealed the judgment to the Supreme Court of Canada.

The main reason given for the rejection of the clause by the lower courts was that it was not a *condition de travail* within the meaning of the Professional Syndicates' Act and the Labour Relations Act and that, consequently, it was outside the scope of the contracting power of the union and company when they made their collective agreement.

In examining the relevant provisions of these two Acts, Mr. Justice Judson noted that the Professional Syndicates' Act, enacted in 1924, authorizes the incorporation of these associations and provides for the negotiation of collective labour agreements, which agreements are enforceable contracts. Section 21 of the Act provides that "Any agreement respecting the conditions of labour (*les conditions du travail*) not prohibited by law may form the object of a collective labour agreement." Consequently, there were only two limiting factors to the scope of a collective agreement. The terms of such an agreement must relate to conditions of labour (*conditions du travail*) and must not be prohibited by law.

The Professional Syndicates' Act did not provide for compulsory collective bargaining. This came with the Labour Relations Act in 1944, which compelled an employer to recognize as the collective representative of his employees "the representatives of any association comprising the absolute majority of his said employees and to negotiate with them, in good faith, a collective labour agreement" (s. 4).

The Labour Relations Act defines "collective agreement" as

Any arrangement respecting conditions of employment (*conditions de travail*) entered into between persons acting for one or more associations of employees, and an employer or several employers or persons acting for one or more associations of employers. (s.2 (e)).

Section 19 (a) provides that the Act applies "to a collective agreement entered into under the Professional Syndicates' Act . . ."

Mr. Justice Judson pointed out that the Professional Syndicates' Act was enabling only, not compulsory, and the right of representation of the syndicate was confined to its members. Theoretically it was

possible to have a collective agreement under this Act which left untouched the position of employees who were not members of the syndicate. The change made by the Labour Relations Act in 1944 was profound. The collective representative with the necessary majority acquired the right of representation for all the employees, whether members or not, and the employer became obligated to negotiate in good faith with that collective representative. Failure to agree might result in conciliation proceedings and eventually in the appointment of a council of arbitration (conciliation board).

In Mr. Justice Judson's opinion, the legal problem under consideration in the case at bar would have to be determined with this compulsory aspect of the legislation in mind.

The question to be answered was why the impugned clause of the collective agreement had been considered by the courts below as not being a "*condition de travail*" and consequently beyond the proper scope of a collective agreement.

The trial judge subdivided "*conditions de travail*" into two classes, "*conditions de travail en soi*" and "*conditions de travail conventionnelles*". In doing so, he accepted the suggestion put forward in Beaulieu, *Les Conflits de Droit dans les Rapports Collectifs du Travail*. The first type of condition, he held, was a true "condition de travail" and could be inserted in a collective agreement without the individual assent of the employees, and the second, in his opinion, required such assent. Otherwise, it was null and void.

Mr. Justice Judson could find nothing in the legislation which would justify this subdivision.

It is obvious that one may have a collective agreement which is satisfactory to the parties without this clause. When, however, the parties have agreed upon it, it is to me just as much regulatory of the employer-employee relationship as any other clause in the agreement. It is directly concerned with the right to hire and the right to retain employment, for without accepting this term a person cannot be hired, or, if he is already an employee, cannot retain his employment. If it is a regulation of the contract of labour to this extent, and it clearly is, how can it be rejected as being something outside the authorization of the Act? A term either is or is not a "*condition de travail*". The test must be its real connection with the contract of labour, and assent or absence of assent of the individual member of the bargaining unit seem to me to be matters that have no relevancy in the determination of the question.

In the Court of Queen's Bench the disputed clause was rejected as a *condition de travail* because, it was argued, the provision was solely in the interest of the union at

the expense of the employees; it was directed against the freedom of the employer in his hiring of employees; and it in no way was concerned with the work of the employee.

In support of the validity of the clause in question, Mr. Justice Judson pointed out that the union negotiates as a compulsory statutory representative of the whole group of employees—whether members of the union or not. A compulsory check-off clause is a necessary incident of employer-employee relations and a proper concern of those who are negotiating about these relations. The clause is one that has been used in collective agreements for some considerable time and is directly concerned with the regulation of employer-employee relations. This fact prevented any judicial inference that the clause was outside the scope of the collective agreement as not being a *condition de travail*.

Further Mr. Justice Judson added:

The union is, by virtue of its incorporation under the Professional Syndicates' Act and its certification under the Labour Relations Act, the representative of all the employees in the unit for the purpose of negotiating the labour agreement. There is no room left for private negotiation between employer and employee. Certainly to the extent of the matters covered by the collective agreement, freedom of contract between master and individual servant is abrogated. The collective agreement tells the employer on what terms he must in the future conduct his master and servant relations. When this collective agreement was made, it then became the duty of the employer to modify his contracts of employment in accordance with its terms so far as the inclusion of those terms is authorized by the governing statutes. The terms of employment are defined for all employees, and whether or not they are members of the union, they are identical for all. How did this compulsory check-off of the equivalent of union dues become a term of the individual employee's contract of employment? They were told by the notice that in future this deduction would be a term of their contract of employment. They were put to their election at this point either to accept the new term or seek other employment. They made their election by continuing to work and the deductions were actually made. It is admitted that all these employees were employees at will and no question arises as to the right of the employer to make or impose new contracts or of the length of notice that may be required to bring this about. It was not within the power of the employee to insist on retaining his employment on his own terms, or on any terms other than those lawfully inserted in the collective agreement.

Mr. Justice Judson next dealt with the question of whether the compulsory withholding was prohibited by law. The trial judge held that it was unlawful with respect to non-union members on the ground that it infringed s. 17 of the Professional Syndicates' Act. Section 17 provides:

17. The members of a professional syndicate may resign voluntarily, without prejudice to the syndicate's right to claim the assessment for the three months following such resignation.

They shall not be personally liable for the debts of the Syndicate.

The Syndicate shall not claim from a member ceasing to adhere thereto the assessment of more than three months.

In Mr. Justice Judson's opinion, this section deals only with the position of members of a syndicate and limits the right of the syndicate to three months' dues from a member who resigned. If this section were not in the Act, it would be possible, by by-law, to compel payment of dues for a longer period even after resignation. The non-union employee is not affected in any way by this section. As long as he retains his employment he is subjected to a compulsory check-off of the equivalent of union dues; but if he resigns his employment, as he is free to do so at any time, he pays no more. The only effect of s. 17 is to limit the right of the union to collect dues from its members after their resignation. It does not affect the right of the parties to contract for a compulsory check-off as a condition of employment.

Next, Mr. Justice Judson dealt with the opinion expressed by the trial judge and by some judges of the Court of Queen's Bench that by virtue of the provisions of ss. 4 and 9 of the Labour Relations Act the union became a mandatory of the members of the bargaining unit and that this precluded it from inserting a provision in the collective agreement in its own interest.

Section 4 deals with the compulsory recognition of a union comprising the absolute majority of the employees, and s. 9 states that "The Board shall issue, to every recognized association, a certificate specifying the group which it is entitled to represent."

In Mr. Justice Judson's opinion, there was nothing in the legislation which disclosed any intention to make the law of mandate applicable to the situation contemplated by the Act. Sections 4 and 9 provide only for a legislative recognition and certification of a union as the collective representative of the employees, provided the union comprises the absolute majority of the employees. When this situation arises, the employer must negotiate and contract with the collective representative and the collective representative represents all employees, whether union members or not, not because of a contractual relation

of mandate between employees and union but because of a status conferred upon the union by the legislation.

Mr. Justice Judson added:

If the relation between employee and union were that of mandator and mandatory, the result would be that a collective agreement would be the equivalent of a bundle of individual contracts between employer and employees negotiated by the union as agent for the employees. This seems to me to be a complete misapprehension of the nature of the juridical relation involved in the collective agreement. The union contracts not as agent or mandatory but as an independent contracting party and the contract it makes with the employer binds the employer to regulate his master and servant relations according to the agreed terms . . .

The collective agreement is a recent development in our law and has a character all of its own. To attempt to engraft upon it the concepts embodied in the law of mandate, would, in my opinion, effectively frustrate the whole operation of the Act.

In conclusion Mr. Justice Judson ruled that the clause under consideration was a *condition de travail* within the meaning of the Quebec legislation and as such it was valid and binding and not prohibited by any law.

In his dissenting opinion Mr. Justice Taschereau (with whom Mr. Justice Locke concurred) was of the opinion that, according to the Labour Relations Act, all the employees of the Paquet Company were bound, insofar as the "conditions of labour" were concerned, by a collective agreement signed between the company and the union.

In his view, the provisions dealing with hours of work, holidays, vacations, wages, seniority rights and discharge are essentially the conditions of labour which the syndicate can stipulate for the benefit of the employees and concerning which it can bind the employer who signs a collective agreement. But he could not accept the contention that weekly check-off from the wages of a protesting employee was a *condition de travail* in the sense of law. Check-off is nothing else but a matter of the financial administration of the union and has no relation to the conditions according to which an employee should or should not work.

Check-off, Mr. Justice Taschereau added, could be a *condition de travail* on which would depend the employee's right to work. But the question arises whether such a condition was comprised within the restricted limits of Section 2 (e) of the Labour Relations Act, or of Section 21 of the Professional Syndicates' Act. He did not think so. Not all the conditions, he continued, are within statutory limits but only those which the law considers as liable to bind the dissidents. For instance, a clause stipu-

lating that only persons belonging to a particular race or religion would have the right to be employed could be, in certain respects, considered as a *condition de travail*, but no one could seriously suggest that the Legislature had ever contemplated that a union representing the employees could legally bind them by such a provision.

Further, Mr. Justice Taschereau thought that the Legislature when formulating the legislation had never intended the check-off from the wages of dissenting groups to be considered as a *condition de travail*. The original award made by Mr. Justice Rand was a compromise which the parties agreed to accept, where the "closed shop" and "union shop" were refused and a "check-off" was granted. The Rand formula, in his opinion, can only bind the parties by a consent which did not exist in the case at bar. Also, the check-off, so far as non-union members are concerned, could be authorized by a special law, if such law was applicable to the case at bar.

In conclusion, Mr. Justice Taschereau held that the check-off was not a *condition de travail* in the sense of law, and thought, like the Superior Court and the Court of Queen's Bench, that clause 2.01 of the collective agreement was *ultra vires*.

Mr. Justice Fauteux in his dissenting opinion noted that the reasons given by Mr. Justice Pratte in the Court of Appeal clearly demonstrated that the provision concerning the check-off was not a condition of labour in the sense of the legislation under consideration, and could not be an object of a collective agreement. Therefore, it should be considered invalid.

Le Syndicat Catholique des Employés de Magasins de Québec, Inc. v. La Compagnie Paquet Ltée, Supreme Court of Canada, January 27, 1959, unreported.

Quebec Court of Queen's Bench . . .

. . . rules that union, being voluntary association, has no legal capacity to sue in its own name

On June 23, 1958, the Quebec Court of Queen's Bench dismissed an appeal from a judgment of the Superior Court, and held, Chief Justice Galipeault dissenting, that the Montreal Joint Board, Locals 205 and 262 of the International Ladies' Garment Workers' Union, being only a voluntary association, had no legal capacity to sue in its own name.

Also the Court held that the suit of the Montreal Joint Board could not be brought in the name of the persons who comprised the Board because the funds stolen by an employee (which the Board sought to recover) had not been entrusted personally to the plaintiffs (appellants) by

the local unions. Moreover, since the appellants could not show that they were bound to indemnify the locals, no contract of deposit could be set up.

The circumstances of the case, as related in the reasons for judgment, were as follows:

Locals 205 and 262 of the International Ladies' Garment Workers' Union placed their funds with a voluntary association called the Montreal Joint Board. The Board invested the funds in government bonds. Charles Poirier, the bookkeeper for the Board, allegedly stole some \$14,000 of the bonds.

The members of the Montreal Joint Board, twenty-three in number, acting as administrators and trustees of Locals 205 and 262, brought a suit against Poirier, actually claiming the sum of \$14,193.34.

In support of this claim, the plaintiffs alleged that they administered the affairs of these two locals, having custody of their funds as trustees; they further stated that the defendant had stolen money and property thus held in their possession.

The Superior Court dismissed the action for several reasons.

The plaintiffs were not depositaries of the money and property stolen, and, even if they were, they had no right of action against the defendant, since they were not in this case bound to indemnify the local unions against the losses sustained by them; furthermore, they were not acting as trustees of the local unions; and, finally, Locals 205 and 262, not being legal entities, could not bring an action in their own names, nor through the plaintiffs. It was from this judgment that the appeal was taken.

Mr. Justice Martineau of the Court of Queen's Bench noted that the members of the Montreal Joint Board, the appellants in the case at bar, contended that they held the goods and money as trustees and as such were therefore legally able to recover them or their value. His Lordship rejected this contention on the ground that there was no contract of trusteeship between the Board and the local unions. There was nothing on the record that would indicate that the unions had transferred their assets to the appellants in trust. There were in this respect conflicting testimonies. One person testified that the appellants held the goods in safe-keeping, and another that they held the money as trustees. But the facts referred to were not sufficiently clear to support the claim of existence of a contract of trusteeship. Consequently, in Mr. Justice Martineau's opinion, it was impos-

sible to conclude that the appellant members of the Montreal Joint Board held these assets as trustees.

The appellants alleged that, if they were not trustees, they were at least depositaries and in this capacity they had a right to bring the action. Mr. Justice Martineau was of the opinion that the evidence in this connection was equally unclear and a contract of deposit could not be set up.

Even supposing that it could be established that the appellants were depositaries of the local unions concerned, Mr. Justice Martineau considered that they had no right to bring the action. A depositary may recover in certain cases movables held by him as deposit and stolen from him by a third party. But he cannot sue for the value of the stolen movables, as the appellants were trying to do. The object of such an action would be to recover damages from the third party for the delict or quasi-delict, and since these damages had been sustained by the owner of the movables, only he could seek recovery.

Again, the depositary would have the right to bring an action and seek recovery if he had agreed at the time of the deposit to return the movables to the owners, notwithstanding any circumstances which might arise. However, the case at bar was not one of this sort, despite allegations by the appellants to the effect that they were bound to account to the locals for the property and the money. To succeed against the respondent, the appellants would have to show that they were bound to indemnify the unions—something which they had neither alleged nor proved.

The appellant members of the Board also contended that they were agents of Local 205 and 262 and in that capacity they could bring the action. The evidence showed that the appellants were to a certain extent agents of the local unions. However, in the opinion of Mr. Justice Martineau, this fact did not entitle them to pursue a remedy which is open only to their principals. Articles 77 and 83 of the Code of Civil Procedure precluded this course of action. Also significant in this respect was the provision of Article 81 of the Code of Civil Procedure, which states that "No one can sue in another's name except that the Crown may sue through its lawful officers."

Mr. Justice Martineau was in agreement with the trial judge, who indicated that since the local unions could not sue in their collective names since they possessed no legal personality (*Society Brand Clothes Ltd. v. Amalgamated Clothing Workers*

(1931) S.C.R. 321, and *International Ladies' Garment Workers' Union v. Rothman* (1941) S.C.R. 388), and since they could not sue in the names of all their members owing to their large number, they had therefore sought to place the administration of their affairs in the hands of a restricted number of persons in order to make possible the institution of actions in these persons' names. This strategy, however, could not succeed for the reasons given above.

Mr. Justice Martineau considered therefore that the appeal should be dismissed with costs.

Mr. Justice Taschereau, while agreeing with Mr. Justice Martineau, was concerned in particular with one reason for which the action was dismissed in the lower courts, namely, the legal incapacity of 23 members of the Montreal Joint Board to sue.

In Paragraph 1 of their pleadings the appellants alleged that:

1. The plaintiffs constitute the Montreal Joint Board of Locals 205 and 262 of the International Ladies' Garment Workers Union, which are *bona fide* trade unions operating in the City and District of Montreal in the Province of Quebec, and as such the plaintiffs are charged with the administration of the said unions' affairs, and are entrusted with, and act as trustees of the funds of said unions;

Further, the appellants stated:

Since, therefore, all the members of the said Joint Board are impleaded as plaintiffs, the entire group is before the Court and for the purposes of this suit are to be treated as if appellants were a single person, with full capacity to *ester en justice* (i.e., to make an appearance).

Mr. Justice Taschereau noted that the Montreal Joint Board, under that name, received the unions' funds, invested them, and retained Poirier as their bookkeeper. Normally the action would have been brought in the name of the Montreal Joint Board, but as this Board is only a voluntary association, and not a corporation, nor a society, it could not legally appear in court (*ester en justice*). In order to overcome this difficulty, the suit was instituted in the names of individuals, endeavouring to comprise a body known as the Montreal Joint Board. This expedient would have proved successful if it could have been shown that the administration of the funds had been entrusted to them personally by the unions. The evidence showed, however, that it was the Montreal Joint Board which received the task, and the appellants, therefore, in endeavouring to appeal as they had, were usurping others' rights.

The Court therefore dismissed the Montreal Joint Board's appeal with costs. *Perreault et al. v. Poirier and Dresscutters'*

Union, Locals 205, 262 et al. C.C.H. Canadian Labour Law Reporter, 193-12-58, par. 15,199, p. 11,589.

Quebec Court of Queen's Bench . . .

. . . allows local union's appeal against decision directing it to reinstate an expelled member

On February 21, 1958, the Quebec Court of Queen's Bench (in appeal) by a majority decision allowed a local union's appeal against the decision of the Superior Court directing the reinstatement into the union's membership of a member who was expelled by a committee nominated by the international president of the union to act in lieu of the local union.

The circumstances of the dispute, as related in the reasons for judgment, were as follows:

Tremblay was a member of Lodge St. Henri, No. 606 of the Brotherhood of Railway Carmen of America (*Fraternité des Wagonniers d'Amérique*). Lodge 606 is under the authority of the Grand Lodge in Kansas City. In April 1947, the international president of the Brotherhood suspended Lodge 606 and entrusted its administration to a "Council of Administration". The result was that the duly-elected officers of the Lodge were divested of their various functions.

One year later, when the suspension was still being enforced, Tremblay was accused of having violated the union's constitution. When called to appear before a special committee, he denied its powers to try his case. At a meeting called by the Council of Administration the members of the Lodge unanimously disapproved of the accusations brought against Tremblay, and challenged the powers of the Council as well. However, in spite of this expression of opinion by the members, the Council expelled Tremblay from Lodge 606 in May 1948.

In November 1948, Tremblay brought an action in the Superior Court against Lodge 606, asking for the annulment of the decision expelling him and for his reinstatement into membership. It should be noted that Lodge 606, suspended by the international president in April 1947, was reinstated in its functions by the decision of the international convention of the union held in 1949.

In September 1955, Mr. Justice Bertrand of the Superior Court accepted Tremblay's action against Lodge 606 and ordered him reinstated into the union's membership.

Lodge 606 appealed this decision. In February 1958, the Court of Queen's Bench, by a majority decision, allowed the

appeal and rejected Tremblay's action for the following reasons.

In the opinion of the Court, there was no bond of causality between the parties in the case at bar. At the time when Tremblay was expelled, Lodge 606, according to the union's constitution, was deprived of its authority and, if it was not divested of its legal personality, at least the exercise of its jurisdiction and powers had been withdrawn. The "Council of Administration" which expelled the plaintiff was neither an organ created by Lodge 606, nor did it represent Lodge 606 as its agent or mandatory; the Council was an appointee of the Grand Lodge of Kansas City to act in lieu of Lodge 606. In order to bind Lodge 606, the plaintiff would have to establish that his expulsion was a personal act of Lodge 606, resulting from an abuse of its jurisdiction. However, Lodge 606 never ordered the expulsion of the plaintiff—on the contrary, it made common cause with the plaintiff to counteract all the efforts for the expulsion made by the Grand Lodge and the appointed Council of Administration. A restraining order could be issued only against someone who was in a position to comply with it, therefore, a plea for an order to force Lodge 606 to reinstate the plaintiff in his rights of union membership could not be accepted.

Mr. Justice Rinfret in his reasons for judgment noted that, in order to link Lodge 606 with the events of May 1948 (Tremblay's expulsion from the union), one would have to accept that the Council of Administration named by the international president had the power to bind by its acts the local, Lodge 606. However, the plaintiff himself contended that the activities of the international president, of the Council of Administration and of the committee of investigation were illegal, contrary to the union's constitution, conducted without authority, and consequently null and without effect; therefore, the plaintiff himself

took the position that he was not expelled by the members of Lodge 606.

The submissions made by the plaintiff alleging illegal conduct on the part of the international president and the Council of Administration, the disregard for the procedures provided by the union's constitution as to the conduct of an investigation, the pronouncement of the decision and its execution, would point rather to the liability of the international president, the Council of Administration and the committee of investigation, but not of Lodge 606.

However, the action had not been launched against those persons but against Lodge 606, which was not linked in any way with Tremblay's expulsion and therefore could not be held responsible.

Mr. Justice Martineau in his dissenting opinion held that Tremblay had the right to bring the action against Lodge 606 in order to obtain a declaration that his expulsion was illegal and without effect, and that he was a rightful member of Lodge 606 with all the rights and privileges attached to that status.

The suspension of Lodge 606 was relative and partial, and did not divest it either of its existence or of its total capacity, particularly when legal capacity to sue and be sued was concerned. This had been shown by the fact that Lodge 606 contested the action and even appealed the judgment rendered against it.

In its defence, Lodge 606 recognized that the Council which expelled the plaintiff had the exclusive power to act in the Lodge's name and on its behalf; even if the Council taking the decision in question did not act for Lodge 606, the Lodge accepted this decision, and made it its own decision by the refusal to recognize the plaintiff's right and by contesting the action.

Fraternité des Wagonniers d'Amérique, Loge St. Henri No. 606 v. Tremblay, (1958) B.R. No. 9, p. 709.

Recent Regulations under Provincial Legislation

Alberta sets overtime rates for cooks in work camps, employees in logging and sawmills; issues first rules for apprentices in refrigeration mechanic trade

In Alberta, an order of the Board of Industrial Relations requires cooks in work camps to be paid at overtime rates after 10 hours in a day or 208 hours in a month. Another order establishes somewhat similar conditions for the logging and sawmill industry during the winter season.

Regulations under the Tradesmen's Qualification Act for the trade of internal combustion engine mechanic were revised, and the first trade rules for apprentices in the refrigeration mechanic trade were issued.

Regulations under the Manitoba Power Commission Act adopt, with some changes, the latest (seventh) edition of Part I of the Canadian Electrical Code.

Alberta Apprenticeship Act

Regulations under the Alberta Apprenticeship Act respecting the trade of a refrigerator mechanic were gazetted on January 15 as Alta. Reg. 378/58. The trade had been declared an apprenticeable trade in 1951 but no trade rules had been issued by the Provincial Apprenticeship Board until the publication of these regulations.

In line with the usual practice, the regulations lay down requirements with respect to eligibility, term of apprenticeship, quotas, courses of study, certificates of progress, hours and minimum wages, many of which are similar to provisions in other apprenticeship rules.

To be eligible for apprenticeship in the trade of a refrigeration mechanic, an applicant must be at least 16 years of age and have completed Grade 9 or its equivalent.

The term of apprenticeship is the same as in the majority of the designated trades, four years, including the three-month probationary period, with the customary allowance for vocational or technical training or previous experience in the trade.

The ratio of apprentices to journeymen is one to one, with the usual exemption for an apprentice who is transferred temporarily to learn a branch of the trade not carried on by his employer.

The provisions requiring apprentices to attend the prescribed educational classes and employers to give the necessary practical training are the same as in other apprenticeship regulations.

Also similar is the provision which states that an apprentice refrigeration mechanic must pass the prescribed trade tests and examinations and receive a satisfactory report from his employer and the trade school before he may be granted an annual certificate of progress or a final certificate of qualification as a journeyman.

While hours are the same as for a journeyman, minimum wages are specified percentages of the prevailing journeyman's rate. During the first six months the rate is 50 per cent, increasing by 5 per cent every six months until the eighth six-month period, when the minimum wage payable is 85 per cent of the journeyman's rate.

Wage increases are automatic, the only exception being where an apprentice has failed to qualify for an annual certificate

of progress, in which case the employer, with the Board's approval, may withhold further increases until the apprentice obtain the required certificate.

Alberta Labour Act

Two orders of the Alberta Board of Industrial Relations revising the special minimum wage order for cooks in work camps and re-instating a seasonal exemption previously granted to the sawmill industry were gazetted on December 31.

Work Camps

The revised order for cooks, night watchmen, etc., in work camps (Alta. Reg. 358/58) sets the same minimum wage (65 cents an hour) for these employees as the order issued last February (L.G., May 1958, p. 513) but changes the provisions respecting hours and overtime, effective January 15.

Instead of exempting cooks in work camps from the statutory eight hours a day and 48 hours a week but placing no limits on working hours, the new order permits these employees to work up to 10 hours in a day and 208 hours in a calendar month at straight-time rates. For all hours worked in excess of 10 in a day or 208 in a month, whichever is greater, time and one-half the regular rate must be paid. Previously, overtime was payable only for Sunday work where an employee had not received 24 consecutive hours of rest during the preceding six days.

Another new provision states that any Board authorizations to work for less than the prescribed minimum will be revoked, effective April 1, 1959. After that date cooks covered by any such agreements must be paid at least 65 cents an hour.

Logging and Sawmill Industry

The second order (Alta. Reg. 359/58) provides that persons employed in the logging and sawmill industry in rural areas more than 10 miles from any city or in places with a population of less than 1,000 may work up to nine hours in a day and 208 hours in a month for the period from December 1 each year to March 31 of the following year.

The order further provides that time and one-half the regular rate must be paid for all hours worked in excess of nine in a day or 208 in a month, whichever is greater.

A somewhat similar order applicable to sawmills and planing mills in rural areas was rescinded last March. It permitted

employees to work up to 10 hours in a day and 208 hours in a month during the winter season and required a premium rate to be paid after nine hours in a day and 208 hours in a month.

Alberta Tradesmen's Qualification Act

The regulations under the Alberta Tradesmen's Qualification Act governing the trade of internal combustion engine mechanic were recently revised by Alberta Regulation 355/58, gazetted on December 31, 1958.

The revised regulations have a somewhat wider coverage than previously, applying to all mechanics engaged in the repair, fitting and construction of internal combustion engines, tractors and other mobile equipment used in agriculture and industry. As now defined, the trade is the same as that of "heavy duty mechanic" which was designated under the Apprenticeship Act in June 1958 (L.G. 1958, pp. 1033 and 1410). Previously, the term "internal combustion engine mechanic" meant a mechanic working on stationary internal combustion engines, tractors used in agriculture and crawler tractors.

The regulations provide, as before, for certificates of proficiency and for temporary certificates of proficiency. The latter are issued, at the discretion of the Department, to persons pending an examination or, upon failure in an examination, pending a further examination, provided the candidate has attained at least two-thirds of the required pass mark. The provision for apprentice certificates has been dropped since these certificates will now be issued under the Apprenticeship Act and Regulations. A candidate who fails to qualify for a certificate may be given an appropriate standing as an apprentice, and may then register as an apprentice and complete his training.

As before, an applicant for a certificate of proficiency as an internal combustion engine mechanic is required to have at least four years experience in the trade and to pass the prescribed examinations. In line with the change respecting apprentice certificates, the regulations provide that examinations for certificates of proficiency will now be based on the course of studies set out in the regulations under the Apprenticeship Act.

As before, the Department has discretion to issue either a certificate of proficiency or a temporary certificate of proficiency without examination to a person holding a valid certificate from another province or other approved licensing

authority. The Minister may also grant a certificate for a limited time or specified date.

Other provisions of the regulations are unchanged.

Manitoba Power Commission Act

The Manitoba Power Commission recently revised its regulations respecting standards for electric wiring and equipment. The new regulations were gazetted on January 17 as Man. Reg. 9/59. As before, the regulations apply in any area served by the Commission or where a power project is under construction.

Instead of the sixth edition, the standards to be followed with respect to the construction, installation, maintenance and repair of wiring and equipment are those set out in the seventh edition of the Canadian Electrical Code, Part I, except where they conflict with these regulations. The regulations set out certain variations, modifications and amendments to the standards set by the Code.

Among the modifications are special requirements for hazardous locations such as paint spray rooms and booths, country bulk oil storage stations and country line grain elevators.

One such provision states that installations in spray rooms and booths must conform with special Class I requirements. However, if such places are provided with positive mechanical ventilation sufficient to prevent the formation of flammable concentrations of vapours, vapour-proof fittings and fixtures, and non-portable, totally enclosed motors, may be installed. Motors may not be located in ventilating ducts or openings.

In country bulk oil storage stations, service equipment must be installed in an approved weatherproof metal cabinet located on the exterior of the warehouse, pumphouse or office. Special wiring methods are also required.

In addition to laying down requirements with respect to wiring methods and the location of equipment in country line grain elevators, the regulations stipulate that motors used in such places must be of the totally enclosed fan-ventilated type. Supplementary safety provisions are also set out for fire alarm systems required under provincial or municipal law (excluding the City of Winnipeg).

Electricians subject to the jurisdiction of the Commission will continue to be licensed by the Electricians' Licence Board, a six-member board set up under the Electricians' Licence Act. Regulations

under this Act issued in 1957 (L.G. 1957, p. 1091) provide for three types of licences, journeymen's, limited, and special, as well as for permits authorizing householders to do work on their own premises.

Quebec Industrial and Commercial Establishments Act

Amendments to the special regulations under the Quebec Industrial and Commercial Establishments Act for the protection of employees working in construction yards and trenches (L.G. 1956, p. 1293) were authorized by O.C. 1211, Part "F", gazetted on December 20, 1958.

The amendments provide that during the construction of structural steel buildings a temporary floor must be erected one floor under the one on which men are working. Previously, a temporary floor was required at least every second floor. As before, an inspector may order the immediate evacuation of all or part of a

building under construction if a temporary floor is not provided as required but it is now provided that before giving such an order the inspector must obtain the authorization of the Chief Inspector or the Assistant Chief Inspector.

The regulations stipulate that the above requirements do not apply where metal floors are laid at the time of the erection of the building.

Quebec Pressure Vessels Act

The special regulations under the Quebec Pressure Vessels Act relating to refrigeration systems were amended by O.C. 70-I, which was gazetted on February 7.

The amendments, which are of a technical nature, were necessary because of the use of new gases as refrigerants.

Two new gases were added to the Group I classification of refrigerants, with corresponding changes in the table setting out the maximum permissible quantities of Group I refrigerants for direct systems.

Canadian Railway Board of Adjustment No. 1

(Continued From Page 285)

The company pointed out that the Canadian Brotherhood of Railway Employees and Other Transport Workers had no member status on the Board of Adjustment and was not represented at the hearing.

Therefore, the company said, any unfavourable decision rendered by the Board to which the Canadian Brotherhood of Railway Employees and Other Transport Workers was not a party would be impossible for it to implement.

The company urged the Board to dismiss the case.

The Board noted in its statement that at one time the staff at the station consisted of employees represented by the Clerks' organization; that in a staff rearrangement the Telegraphers took over a portion of the work performed by the Clerks and, as a result, the Clerks' organization was adversely affected; and that now, because of changed conditions, the work remaining at

the station does not include any work that cannot be done by clerical staff.

When this situation arose, the Board continued, the company abolished the telegraphers' positions, transferring some work performed by telegraphers to clerks. The Telegraphers had protested this arrangement, describing it as one-sided and arbitrary.

The company, the Board found, had acted in good faith, believing it had restored a previously existing situation. However, the company "might reasonably have conferred" with the organization representing the employees performing the work before action was taken, the Board said, and it recommended strongly that this policy be followed should a similar circumstance arise.

The contention of the employees, under the particular situation at the station, was not sustained.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit in December numbered 475,155, sharply higher than in November but slightly lower than in December 1957, statistics* show. Number of claimants also higher than month earlier, lower than year ago

The number of initial and renewal claims† for unemployment insurance benefit in December was 475,155, which was 93 per cent above the November figure of 246,568 but about 5 per cent less than the 499,213 claims filed in December 1957.

Initial claims, i.e., claims on behalf of persons who have no benefit rights, amounted to almost three quarters of the December total. The 353,571 initial claims filed during December were more than twice the 164,223 received in November. Renewal claims were up from 82,345 in November to 121,584 in December, an increase of 48 per cent.

Claimants‡ for unemployment insurance benefit at 714,954 on December 31 were slightly below the total of 744,248 on the same date last year. Males were down by about 40,000 but females increased by 10,000. These figures include seasonal benefit claimants numbering 126,923 this year and 88,892 one year ago. On November 28 claimants totalled 419,233, of whom 4,500 were identified as seasonal benefit claimants.

Claimants who established the right to seasonal benefit by virtue of taking into account fishing contributions numbered 16,911 on December 31, as against 8,203 on the same date last year.

Seasonal benefit claimants comprise a slightly higher proportion of males than do regular claimants, the proportions being 80.5 and 78.8 per cent, respectively. This

*See Tables E-1 to E-4 at back of this issue.

†The initial claims total includes claims computed under the seasonal benefit provisions, as all initial claims are computed first for regular benefit, and the renewal claims total includes claims from seasonal benefit claimants.

‡A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, such cases are deemed to be "regular" until the results of the computation indicate otherwise.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

is due to the inclusion of fishing claimants, 99 per cent of whom are males.

Of the 431,242 decisions handed down on initial and renewal claims during December, 369,165, or 86 per cent, granted entitlement to benefit. This ratio is virtually unchanged from last year, but is 10 percentage points above the November entitlement ratio. That this is mainly due to the operation of the seasonal benefit provisions is confirmed by the sharp increase in the qualifying ratio on initial claims, from 64 per cent in November to 82 per cent in December. The qualifying ratio on removal claims for these two periods was 95 and 96 per cent, respectively.

The failure rate on initial claims processed during December this year was 15 per cent, down sharply from 30 per cent for November but virtually unchanged from December 1957. The sharp decline from November is due to the operation of the seasonal benefit provisions whereby the contribution requirements are reduced during the period December 1 to May 15. The failure rate quoted here refers to decisions handed down on *initial claims only* and does not take into account decisions on *revised claims*. Cases occur where further contributions, in existence at the time of the original computation, are subsequently discovered. If the recomputation results in establishment of a benefit period, the claim then becomes a revised claim. Such cases of subsequent establishments would tend to reduce somewhat the number of persons failing to qualify and likewise the final failure rate.

The average weekly number of beneficiaries was estimated at 371,100 for December, 262,500 for November and 369,000 for December one year ago.

Benefit payments increased rather sharply (by 59 per cent) during December, when they amounted to \$33,500,000 compared with \$21,000,000 during November, but were only 5 per cent higher than the \$32,000,000 paid out in December last year.

The average weekly payment was \$21.53 for December, \$21.19 for November and \$21.63 for December 1957.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards have been issued to 4,687,444 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At December 31 employers registered numbered 314,300, an increase of 1,667 since November 30.

Enforcement Statistics

During December 1958, investigations conducted by enforcement officers across Canada numbered 5,258. Of these, 3,545 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 86 were miscellaneous investigations. The remaining 1,627 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 109 cases, 38 against employers and 71 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,042*.

Unemployment Insurance Fund

Revenue received in December totalled \$17,013,284.32 compared with \$19,045,678.09 in November and \$21,936,826.43 in December 1957. Benefits paid in December totalled \$33,530,160.00 compared with \$21,099,485.80 in November and \$31,907,823.27 in December 1957. The balance in the fund on December 31 was \$625,363,366.21; on November 30 it was \$641,880,241.89 and on December 31, 1957, \$877,470,144.39.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1606, December 29, 1958

Summary of the Main Facts: The appeal in respect of the claimant, who filed an application for benefit on March 4, 1958, has been lodged by the interested union as a test case affecting approximately 20 other claimants. He had worked as a labourer for Peterson Electrical Construction Company Limited, Vancouver, B.C., from May 1955 and, upon reporting for work on March 3, 1958, he and these other claimants lost their employment in the following circumstances:

According to the submissions, the three collective bargaining agreements between the Peterson Electrical Construction Company Limited, the British Columbia Electric Company Limited and Hume and Rumble Limited and the International Brotherhood of Electrical Workers, Locals 213 and 230, which terminated on July 31, 1957, were basically the same. These agreements specified the classification of workers covered thereby and labourers were included.

Negotiations between the three employers and the union began in June 1957 for new agreements. The union's demands consisted of an increase in the wage rates,

extended holidays with pay, certain changes in working conditions (such as double time, vacation overtime and inclement weather adjustments) and certain fringe benefits. No settlement having been reached, the dispute was referred to a provincial conciliation officer and subsequently to a provincial conciliation board. The union refused to accept the conciliation board's recommendation and a supervised strike vote was called by the union. The vote resulted in favour of strike action and at 8.00 a.m. on March 3, 1958, the union called a strike and picketed the employers' premises.

The strike affected all outside electrical construction of the employers involved on the British Columbia mainland and on Vancouver Island. Approximately 1,200 outside electrical workers, employed by the three struck employers, went on strike, causing a complete stoppage of all outside construction work. The inside electrical workers crossed the picket lines and continued with their employment.

On the evidence before him, the insurance officer was of the opinion that the claimant

*These do not necessarily relate to the investigations conducted during this period.

had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed and, therefore, disqualified him from receipt of benefit for the duration of the said stoppage (section 63 of the Act). The claimant appealed to a board of referees.

The Board of referees heard the case in Vancouver on May 22, 1958. The claimant was not present at the hearing, although five other appellants attended in addition to the union's legal adviser, its business agent and the regional claims officer of the Commission. According to the transcript of the evidence taken during the course of the hearing, the union's legal adviser stated, among other things, that there was "no question of labourers refusing to cross the picket line. On the morning of the strike the labourers reported for work; they asked for work; were ready, willing and capable for work. It was the company that laid them off." In that connection, the record shows that the employer was requested by telephone to explain the reason given for separation and stated that since the labourers could not continue digging post holes for the power line under construction, he considered they were laid off because of lack of work.

According to the transcript of the evidence also, it was argued at the hearing by the union's legal adviser that a wartime order still in force (P.C. 1003) specifically exempted labourers from the bargaining unit set up for the other workers of Peterson Electrical Construction Company Limited (but not the labourers employed by the other two companies involved), although the labourers of the Peterson Electrical Construction Company Limited were covered in both the old and the new bargaining agreements (this having been done by "private arrangements" between this employer and the union "for convenience to the parties").

The board, by a unanimous decision, disallowed the appeal. In so doing, the board stated they were informed that labourers who were members of the union had, by constitution, no voice in bargaining; that labourer-members were not entitled to strike pay, nor were they given the opportunity to become paid picketers. The board felt, however, that notwithstanding all this, as dues-paying members, they were bound by their officers' decisions. The board observed also that the labourer-members were eligible for pensions and that they received an increase in pay by decision of the Judge arbitrating the dispute.

The submissions further reveal that there was a full resumption of work at the company's premises on March 28, 1958, that the disqualification was terminated on March 27, 1958, and that pending final settlement of the wage question by arbitration, the labourers received an interim increase of 8 cents an hour from \$1.76 to \$1.84, and a final further increase of 5 cents effective August 1, 1958.

The interested union appealed to the Umpire on July 7, 1958, and merely stated that the claimant was not participating in or financing or directly interested in the labour dispute that caused the stoppage of work.

As the information contained in the records was not entirely clear, the Umpire requested that a more complete summary of the facts be prepared by an officer of the Commission and that a copy of such summary be sent to the interested union with a covering letter to the effect that if it had any comments to make regarding the correctness of the information contained therein, such be included in a statement of observations and representations and submitted to the Umpire within ten days of the date of the Commission's letter. A copy of the summary was sent to the union by the Commission on November 26, 1958. As the union made no reply, it is to be assumed that it had no comments to make regarding the correctness of the information.

Considerations and Conclusions: "Lack of work" was put forward by the employer as the reason for "laying off" the claimant and those associated with him in the present appeal. Actually, the claimants' loss of employment cannot properly come under that heading as the records reveal that but for the stoppage of work due to the labour dispute then in progress at the premises at which the claimants were employed, work could have been performed by them on March 3, 1958, and thereafter. That work in the nature of digging post holes was not lacking on the above-mentioned date is borne out by the union's legal adviser, who observed at the hearing before the board of referees that it was not absolutely essential that the labourers be laid off at the commencement of the strike and that it would not have adversely affected the employer's operations if the said labourers had continued with their work.

The claimants' "layoff," therefore, has all the characteristics of an incident which would not have occurred but for the dispute, and the alleged lack of work must consequently be considered to be part and

parcel of the stoppage of work attributable to the labour dispute. Therefore, the point at issue reduces itself to the question of whether the claimants' loss of employment warranted a disqualification under subsection (1) of section 63 of the Act because they had failed to fulfil any one of the six relieving conditions laid down in subsection (2) of that section. In this latter respect, section 63 (2) reads in part as follows:

(2) An insured person is not disqualified under this section if he proves that

- (a) he is not...directly interested in the labour dispute that caused the stoppage of work, and
- (b) he does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage is taking place and are...directly interested in the dispute.

In order to bring themselves within the provisions of (a) and (b) in the present case, the claimants had to show, *inter alia*, that their "terms or conditions of employment" (to use the exact words of the definition of a labour dispute given in section 2 (j) of the Act) were not points at issue between the parties to the labour dispute.

The evidence before me shows, first of all, that the wartime order which allegedly removed labourers of the claimants' grade from belonging to the same class as the other employees who were members of the bargaining unit herein concerned was in fact, if perhaps not in law, wiped out and superseded by "private arrangements" which had the effect of restoring the *status quo ante*, thus making them once more members of the class to which they previously belonged. The evidence shows also that the points at issue in the dispute between the parties were: an increase in the wage rates, extended holidays with pay, certain changes in working conditions and certain fringe benefits. Accordingly it appears beyond the shadow of a doubt that the "terms or conditions of employment" of all the employees who were covered as explained above by the proposed bargaining agreement stood to be affected as a class by the settlement of the labour dispute. In the light of the foregoing, I must, therefore, conclude that the claimants involved in this appeal were directly interested in the labour dispute that caused the stoppage of work and resulted in the loss of their employment on March 3, 1958, and that, as they have failed to discharge the onus of proving the contrary, the disqualification imposed under section 63 (1) of the Act must be upheld.

The fact that in this instance the labourers happened to gain by the settlement is not a vital factor, though it serves to strengthen the evidence of the claimants' direct interest in the labour dispute.

Since it is established that the claimants were directly interested in the labour dispute, it is not necessary to decide whether they have proven that they did not, personally or as members of a grade or class, finance the dispute nor participated therein. Accordingly, whether the claimants had a voice or a vote in the decision to call a strike or had not refused to cross the picket line or had not received strike pay becomes completely immaterial.

The union's appeal is disallowed.

Decision CUB-1609, December 31, 1958

Summary of the Main Facts: The claimants interested in this appeal, who are reported to have had an established pattern of part-time employment as shipping clerks, truck drivers and driver's helpers, were temporary employees of the Ottawa branch of the Brewers Warehousing Company Limited and are said to have lost their employment under the following circumstances:

The collective bargaining agreement between the Brewers Warehousing Company Limited and the International Union of the United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America expired on March 31, 1958. In the said agreement, the employer recognized "the Union as the sole and exclusive bargaining agent for all its employees, within the recognized bargaining units, employed at its warehouses and retail stores..., save and except office staff, and persons of a supervisory capacity such as Foreman or Manager, those above the rank of Foreman or Manager, having authority to employ or discharge or discipline employees".

Negotiations between the two parties for a renewal of the agreement and the assistance of a provincial conciliation board failed to effect a settlement. There were several main issues involved in the negotiations and, according to the records, the non-monetary ones had taken precedence over the question of the general wage increases the Union was seeking. One of the Union's demands was a change in the hiring practices with regard to temporary employees (section 3.2 of the old bargaining agreement and section 3.03 of the proposed agreement). The change mainly consisted in that a temporary employee who would perform, as from the date of the signing of the proposed agreement, a total of 1,056 hours of work during a

period of 12 consecutive months would be presumed "to have acquired the necessary experience and/or job qualifications" to apply for permanent employment, whereas under the previous agreement a temporary employee could not acquire a permanent status before having qualified for and worked as a probationary employee. With respect to wages, the proposed agreement (Appendix "A", Rates for "Temporary Employees"), included a Union's demand for an increase of 20 cents an hour "effective on signing" and for an additional increase of 5 cents an hour "effective one year later" in favour of all the four "groups" of temporary employees.

As a consequence of the parties' failure to effect a settlement, on August 7, 1958, the Union called a strike of its members at the Company's 270 outlets and warehouses in the province of Ontario, thereby causing, virtually, a complete stoppage of work at 2.00 p.m. on August 9, 1958, at the Company's premises in Ottawa and district where the Union established picket lines. The claimants interested in this appeal, who had to report every day at their place of employment to ascertain if there was work for them, did not report as usual after the commencement of the strike on the assumption that if the employer had wanted them to work, he would have notified them at their home.

The records show that, even though the temporary employees of the Company are not members of the Union, under the union security clause of the bargaining agreement a 4-cent-an-hour compulsory deduction is made from their wages as union dues.

The claimants filed applications for benefit. The insurance officer, who was of the opinion that they had lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed, disqualified them for the duration of the stoppage (section 63 of the Act).

The claimants appealed to a board of referees, which heard the case in Ottawa on October 9, 1958. Those who attended the hearing and gave evidence were two claimants and a representative of the said Union.

The board, by a unanimous decision, allowed the appeals on the ground that, even though it had been established by the claimants' and their representative's admission that they had lost their employment by reason of a stoppage of work attributable to a labour dispute, the evidence indicated that they fulfilled the relieving conditions laid down in subsection (2) of section 63 of the Act with respect to having,

personally or as members of a grade or class of workers, financed the labour dispute, participated or having had a direct interest therein.

The board based their conclusion on the findings of fact that the union members on strike received strike pay whereas the claimants did not; that these temporary employees must report every day at their respective place of employment and are hired on the spot, whereas such requirement does not apply to permanent employees; that prior to the strike, the claimants received a rate of pay of \$1.65 an hour and even though the strike had ended they still received the same rate of pay; that the temporary employees had had no voice in the permanent employees' decision to strike; that they were not accorded hospitalization and other benefits granted to permanent employees; that the permanent employees receive promotions and have security which was not so in regard to the temporary employees.

The board also took cognizance of a statement made by one of the claimants at the hearing, namely, that he was classed as a temporary employee regardless of the type of work he performed, for instance one day he might drive a truck, the following day maybe he would be assigned to work in a Company's retail store as a counter clerk and the next day he might work in the warehouse, which all tended to further show that he was just a temporary employee with no classification.

The insurance officer appealed to the Umpire chiefly on the grounds that temporary employees were covered by the old bargaining agreement and are also covered by the new agreement and that, in the oral evidence given before the board, it was definitely stated that the temporary employees received no increase in pay as a result of the new agreement, whereas additional evidence showed that, as proof the temporary employees had a direct interest in the labour dispute, provision is made in the new agreement whereby effective from September 29, 1958, these employees would receive an increase in wages of 5 cents an hour and further increases of 10 cents and 12 cents an hour to take effect on September 28, 1959, and October 3, 1960, respectively.

Considerations and Conclusions: On the facts before me, I agree with the unanimous finding of the board of referees that the claimant and those interested with him in this appeal have lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which

(Continued on page 805)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during January Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 193 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 139 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	\$ 66,317.00
Defence Production	84	443,247.00
Post Office	17	176,043.46
R.C.M.P.	1	10,833.20

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made During January

During January the sum of \$3,144.66 was collected from 8 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 113 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Rapid City Man: Swanson Construction Co Ltd, construction of timber & steel highway bridge across the Minnedosa River, Rivers Dam project. *near Broderick Sask:* Taylor Bros, construction of north access road, South Saskatchewan River Dam project. *near Outlook Sask:* Smith Bros & Wilson Ltd, construction of Headquarters Bldgs, South Saskatchewan River Dam project; The Foundation Co of Canada Ltd, construction of bridge substructure, South Saskatchewan River Dam project. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of Soils Mechanics & Materials Laboratory bldg.

Central Mortgage and Housing Corporation

Greenwood N S: Nova Scotia Light & Power Co, construction of electrical distribution system. *Aylmer Que:* Roscoe Alcorn, *general maintenance & repairs. *Ottawa Ont:* B J Normand, *lathing & plastering repairs, Strathcona Heights; J C Robinson, *electrical repairs, Strathcona Heights & Merivale Road; Raymond Albert, *heating & plumbing repairs, Strathcona Heights & Merivale Road; Aero-Dyne Engineering Co Ltd, *refrigeration repairs, Strathcona Heights.

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Atlantic Bridge Co Ltd, installation of dishwashing unit, Shubenacadie IRS. *Abitibi Indian Agency Que:* Turcotte Lumber (Val d'Or) Ltd, alterations to balconies, Amos IRS. *Norway House Indian Agency Man:* Electric Shop (Flin Flon) Ltd, electrical wiring & construction of power line, Nickaway Indian day school. *Portage la Prairie Indian Agency Man:* Bird Construction Co Ltd, erection of prefabricated one classroom day school, Roseau River Reserve; Bird Construction Co Ltd, erection of prefabricated one classroom day school, Roseau River Reserve. *Meadow Lake Indian Agency Sask:* Bodard's Ltd, construction of water supply system & water treatment plant installation at Onion Lake IRS. *Pelly Indian Agency Sask:* Finnie's Plumbing & Heating, addition to heating system, St Philip's IRS. *Blackfoot Indian Agency Alta:* Engineered Bldgs (Calgary) Ltd, erection of prefabricated two classroom unit, Crowfoot IRS. *Stony-Sarcee Indian Agency Alta:* Engineered Bldgs (Calgary) Ltd, erection of prefabricated two classroom day school, Morley IRS. *Cowichan Indian Agency B C:* Moore Electric, installation of laundry equipment, Kuper Island IRS. *Fort St John Indian Agency B C:* Dyke Construction Ltd, erection of prefabricated portable school bldg, Fort Nelson. *Kamloops Indian Agency B C:* Gordon Latham Ltd, improvements to laundry boiler & hot water facilities, Kamloops IRS. *Vancouver Indian Agency B C:* McGinnis Bros, construction of Homalco two classroom Indian day school with teachers' quarters. *Yukon Indian Agency Y T:* Whitehorse Construction, reshingling, painting, etc, Lower Post IRS.

Defence Construction (1951) Limited

Greenwood N S: Cameron Contracting Ltd, construction of control tower, RCAF Station. *Halifax N S*: Fundy Construction Co Ltd, construction of extension to bending & annealing shop, HMC Dockyard; L G & M H Smith Ltd, repairs to Jetty Zero (Approach Section), HMC Dockyard. *Coverdale N B*: E P Electric Products Co Ltd, supply & installation of antenna ground radials, etc, HMCS "Coverdale". *Renous N B*: Diamond Construction (1955) Ltd, construction of heavy traversed laboratories, RCN Magazine. *Valcartier Que*: Cimota Construction Corp Ltd, erection & finishing of prefabricated steel garage, etc. *Camp Borden Ont*: Barclay Construction Ltd, construction of nursing sisters quarters, bldg No E179. *Trenton Ont*: Donald McLaren Ltd, construction of standard control tower & outside services, RCAF Station. *Rivers Man*: Bluebird Painting & Decorating Co Ltd, interior painting of PMQ units, CJATC. *Moose Jaw Sask*: P W Graham & Sons Ltd, construction of bldg to house UHF transmitter & receiver, RCAF Station. *Cold Lake Alta*: Poole Construction Co Ltd, construction of Arctic tower & access road, RCAF Station. *Chilliwack B C*: Beaver Construction Co Ltd, construction of medical equipment depot & inflammable stores bldg.

Building and Maintenance

Greenwood N S: Powers Bros Ltd, supply & installation of exhaust system for officers mess, combined mess & hospital kitchen, RCAF Station. *Barriefield Ont*: McGinnis & O'Connor Ltd, resurfacing of roads, etc, PMQ area; Cardinal Painting & Decorating Co Ltd, interior painting of bldgs; The Holdcroft Construction Co Ltd, renewal of sanitary sewers. *Clinton Ont*: Brant Construction Co Ltd, interior painting of PMQ's, RCAF Station. *Kingston Ont*: Colt Contracting Co Ltd, restoration of Fort Frederick Towers, RMC. *Winnipeg Man*: Halls Associates (Western) Ltd, resurfacing of mastic floor, Minto Armoury. *Cold Lake Alta*: J Mason & Sons Ltd, interior painting of PMQ's & Athabaska school.

Department of Defence Production

Greenwood N S: G W Sampson, interior painting of PMQ's, RCAF Station. *Halifax N S*: Alex L Grant, interior painting of bldgs, Headquarters Eastern Command. *Bagotville Que*: Adelaar Drolet, repainting interior of barrack block No 60, RCAF Station. *St Sylvestre Que*: Alidor Bergeron, completing interior finish of CE extension, RCAF Station. *Rockcliffe Ont*: National Roofing & Waterproofing Ltd, reroofing garages, RCAF Station. *Regina Sask*: Leslie's Painting & Decorating, interior painting, Armoury. *Edmonton Alta*: McCready & Campbell Ltd, application of acoustic material, Griesbach Barracks. *Sea Island B C*: Smith & Co, reroofing of various bldgs, RCAF Station.

National Harbours Board

Montreal Que: Canadian Bridge Division of Dominion Steel & Coal Corp Ltd, construction of catwalks & access catwalks along downstream cable route under Jacques Cartier Bridge roadway; J P Cartier Ltd, construction of superstructure of administration bldg & Toll Plaza, Jacques Cartier Bridge; McNamara (Quebec) Ltd, construction of pier, section 54 to 56; Canadian Erectors Ltd, installation of motorizing winches for boat spouts at Galleries 6 & 7, Elevator B, & Gallery 554, Elevator No 3. *Vancouver B C*: General Construction Co Ltd, widening of Commissioner Street.

Department of Northern Affairs and National Resources

Terra Nova National Park Nfld: T H Joyce, *stonework, tile & plastering repairs, Superintendent's residence. *Cape Breton Highlands National Park N S*: Angel Mfg & Supply Co Ltd, *supply & installation of heating system & electrical wiring, No 3 bldg, Ingonish Beach. *Kootenay National Park B C*: Don Young, *supply & installation of hot water heating system, Superintendent's residence.

Department of Public Works

St John's Nfld: Trynor Construction Co Ltd, harbour improvements. *Halifax N S*: Standard Construction Co Ltd, re-arrangement of service entrance, Camp Hill Hospital. *L'Archeveque N S*: Albert McDonald, breakwater repairs. *Marion Bridge N S*: Charles E Hardy, wharf reconstruction. *New Ross N S*: Swinamers Bldg Services Ltd, construction of post office. *Trout Cove N S*: Clare Industries Ltd, construction of breakwater. *Yarmouth N S*: Kenney Construction Co Ltd, construction of storage & garage bldg, Ferry Terminal. *Fredericton N B*: Atlas Construction Co Ltd, construction of Agricultural

Research Laboratory. *Campbell's Bay Que*: R G Reinke Sons Ltd, construction of post office. *Contrecoeur Que*: Lemieux Construction Ltd, construction of post office. *Montreal Que*: Berwil Boiler & Steel Works Ltd, re-tubing boiler No 4, Postal Terminal Bldg. *St Thecle Que*: Justin Desy & Alban Trudel, construction of post office. *Hilton Beach Ont*: Ruliff Grass Construction Co Ltd, wharf repairs. *Orillia Ont*: Sir Lindsay Parkinson (Canada) Ltd, construction of wharf. *Ottawa Ont*: Allied Insulation, supply & installation of piping insulation, Centre Block, Parliament Hill; Turnbull Elevator Co Ltd, renovations to elevators, Jackson Bldg; A Lanctot Construction Co Ltd, repairs to exterior cladding & openings, Jackson Bldg; A Bruce Benson Ltd, interior repairs & partitioning—Phase 2, Jackson Bldg; Hurdman Bros Ltd, moving furniture & equipment from Dept of Public Works Testing Laboratories at Tunney's Pasture to new Testing Laboratories at Riverside Drive. *Puce River Ont*: Detroit River Construction Ltd, improvements (training wall & dredging). *Timmins Ont*: Betteridge-Smith Construction Co Ltd, construction of federal bldg. *Toronto Ont*: Taylor Bros, installation of partition, acoustic ceiling, lighting, etc, Postal Station "K". *Walpole Island Ont*: George L Dillon Construction Ltd, construction of shore protection. *Windsor Ont*: Loaring Construction Co Ltd, alterations to 180 Church St, temporary post office accommodation. *Reston Man*: V J Sigurdson & Son, construction of RCMP detachment quarters. *Rivers Man*: Rivers Cabinet & Builders Supplies Ltd, addition & alterations, federal bldg. *Preeceville Sask*: Matheson Bros Ltd, construction of federal bldg. *Regina Sask*: Hipperson Construction Co Ltd, alterations to 5th & 6th floors, Motherwell Bldg. *Banff National Park Alta*: Peter Kiewit Sons of Canada Ltd, Norquay grade separation, grading, culverts, granular base prime, road mix & structure. *Banff National Park Alta & Yoho National Park B C*: Standard Gravel & Surfacing of Canada Ltd, crushing & stockpiling aggregates, Mile 0 to Mile 80, Trans-Canada Highway. *Fort Fitzgerald Alta to Bell Rock N W T*: Mannix Co Ltd, grading, culverts & base course, Mile 0 to Mile 22.7, Portage Road. *Fort Vermilion Alta*: Eric R French & Son Ltd, construction of RCMP detachment quarters. *Bella Coola B C*: Basarab Construction Co Ltd, construction of post office. *Mount Revelstoke National Park B C*: Mannix Co Ltd, construction of Silver Creek Bridge, Mile 0, TCH; Burns & Dutton Concrete & Construction Co Ltd, construction of entrance road overpass, TCH. *Nelson B C*: Imperial Builders Ltd, construction of Administration bldg, RCMP Sub-Division.

Contracts Containing The General Fair Wages Clause

Grand Falls Nfld: E J Clarke & Sons, vault repairs, federal bldg. *Meteghan River N S*: A F Theriault, construction of launch. *Pictou N S*: Ferguson Industries Ltd, repairs to Tug "Canso". *Richibucto N B*: Caissie Plumbing Electrical Supplies, drilling of well, federal bldg. *Rogersville N B*: A J Roach, interior painting of post office. *Shediac N B*: MacBeath Construction Co, alterations to federal bldg. *Baie Comeau Que*: Leon Chartron, interior painting of federal bldg. *Hull Que*: H G Francis & Sons, repairs to ducts, Printing Bureau. *Lacolle Que*: Adrien Biroux, interior painting of federal bldg. *Montreal Que*: Automatic Venetian Blind Laundry Ltd, washing of venetian blinds in various bldgs; J Vern Oatway, interior painting of Immigration bldg. *Quebec Que*: Juneau & Frere, interior decorations, Uppertown post office. *Arnprior Ont*: M Sullivan & Sons, general repairs, No 5 bldg. *Burford Ont*: Cromar Construction Ltd, alterations to screenline, federal bldg. *Islington Ont*: J H Ross Construction, installation of new screenline in post office bldg. *Ottawa Ont*: Ottawa Iron Works Ltd, repairs to elevator, Archives bldg, Sussex St; Roelofson Elevator Co Ltd, repairs to elevator, Archives bldg, Tunney's Park; Ottawa Bldg Maintenance Co Reg'd, painting of hallways, Norlite bldg; L Gendron & Fils, installation of plumbing, Forest Products Laboratory, Montreal Road; Louis G Fortin, alterations to Mortimer bldg; Rideau Aluminum & Steel Ltd, construction of new lockers, "B" Bldg, Cartier Square; Reuter Electric Ltd, renovation to power distribution system, Centre Block, Parliament Bldgs; Thos Gregoire, redecoration at Justice Annex, Kent St; H R Hills, construction of additional room, Old Printing Bureau. *Emerson Man*: J D Corby, installation of sewer lines, Immigration bldg. *Winnipeg Man*: Sargent Electric, electrical repairs in Customs bldg. *Prince Albert Sask*: C A Jacobson, repairs to storage space, Immigration bldg. *Regina Sask*: Lou Kennet, redecorating, old post office bldg. *Bella Bella B C*: Vancouver Pile Driving & Contracting Co Ltd, dredging. *Prince George B C*: F Drexel Co Ltd, installation of acoustic tile, federal bldg. *Vancouver B C*: General Bldg Repairs Ltd, alterations to Begg bldg.

The St. Lawrence Seaway Authority

Soulanges Section Que: Canit Construction (Quebec) Ltd, construction of bridge guards, St Louis & Valleyfield Bridges.

Department of Transport

Halifax N S: Bedard-Girard Ltd, installation of airport lighting facilities, Kelly Lake Airport. *Yarmouth N S:* L E & P E Armstrong, construction of VHE omni range bldg & related work. *Cape Whittle Que:* Landry Construction Inc, construction of power house. *Grand'Mere Que:* Canots Cadorette Canoes, construction of surfboat & workboat. *Quebec Que:* Arno Electric Reg'd, construction of underground duct system & installation of cables & substation, Airport. *The Pas Man:* Bird Construction Co Ltd, construction of dwellings, hydrogen generator bldg & related work. *Cold Lake Alta:* City Construction Co Ltd, additional airport development. *Namao Alta:* Mannix Co Ltd, additional airport development. *Okanagan Falls B C:* C Seibert Co, construction of beacon bldg. *Terrace B C:* Stange Construction Co Ltd, construction of dwellings, localizer transmitter bldg, & related work. *Inuvik N W T:* Schumacher-Mackenzie (Alberta) Ltd, installation of runway lighting at Airport.

Calls for Minimum Wage Law for U.S. Migrant Farm Workers

The U.S. National Advisory Committee on Farm Labor has been urged by Secretary of Labor James P. Mitchell to advocate a federal minimum wage for migrant farm workers.

Mr. Mitchell says Department of Labor studies necessary for the drafting of such legislation would be ready for the second session of the present Congress.

The Committee was told by Mr. Mitchell that "the migrant farm worker will never take his place as a fully useful citizen and will never be able to successfully resist exploitation until federal legislation guarantees him a decent minimum wage upon which he can build a decent and independent life . . ."

Decisions of the Umpire

(Continued from page 300)

they were employed, but I must disagree with the board's conclusion that such claimants have successfully discharged the onus of proving that they fulfilled the relieving conditions laid down in subsection (2) of section 63 of the Act.

The records show that some of the points at issue in the labour dispute between the employer and the employees represented by their Union stood to affect, in a most definite and direct way, the working conditions of the temporary employees. The points which I have in mind are not only those which were related in a general way to the terms or conditions of employment of all the employees, whether permanent, probationary or temporary, covered by the bargaining agreement, but those which had to do only with the terms or conditions of employment of the temporary employees, such as the Union's demands for an increase of the wage rate of these employees and for a radical modification of the Union's security clauses of the bargaining agreement regarding such employees' eligibility to the status of permanent employees.

In view of the above, it is impossible to consider the temporary employees as a grade of workers distinct from the class of employees on whose behalf the Union was negotiating with the employer. I must consequently conclude that such temporary

employees were directly interested in the labour dispute that caused the stoppage of work, in the same way and to the same extent as all the other workers whose terms or conditions of employment stood to be affected by the settlement of the points at issue between the parties to the labour dispute.

My decision, therefore, is that the claimants have failed to discharge the onus of proving that they fulfilled all the relieving conditions laid down in subsection (2) of section 63 of the Act and that the disqualification imposed by the insurance officer under subsection (1) of that section must be upheld.

The fact that in this instance the temporary employees happened to gain by the settlement is not a vital factor, though it serves to strengthen the evidence of the claimants' direct interest in the labour dispute.

Since it is established that the claimants were directly interested in the labour dispute, it is not necessary to decide whether they have proven that they did not, personally or as members of a grade or class, finance the dispute or participate therein. Accordingly, whether the claimants had a voice or a vote in the decision to call a strike or had not received strike pay becomes completely immaterial.

The insurance officer's appeal is allowed.

PRICES AND THE COST OF LIVING

Consumer Price Index, February 1959

Declining for the third successive month, the consumer price index (1949=100) moved down, declining 0.3 per cent from 126.1 to 125.7 between the beginning of January and February. It was still two full points higher than at February 1, 1959.*

The decrease resulted largely from a drop of almost 1 per cent in foods; the other four group indexes recorded little or no movement. The shelter and other commodities and services indexes were both unchanged, the clothing index was down moderately, and the household operation index edged up slightly.

The food index moved from 122.3 to 121.2 as lower prices were reported for a variety of items including eggs, coffee, lard, citrus fruits, and some fresh vegetables. Beef prices were down slightly on average, to register the first break in the sharp climb that has occurred in recent months. Pork prices increased slightly.

The shelter index was unchanged at 140.2 as both the rent and home-ownership components remained at January levels. The rent index, which has shown an increasing tendency to level off, was unchanged for the third successive month.

The other commodities and services index was also unchanged at 133.4 as slight price increases for pharmaceuticals, hospital rates, tobacco and personal care items were balanced by a decline in prepaid health care. This latter movement took into account a measurement of price change resulting from the recently introduced federal-provincial hospital plans.

The clothing index, as in January, reflected sale prices, particularly for a number of items of women's and children's wear, which carried the clothing component from 109.2 to 108.8.

The household operation index increased from 121.8 to 122.0 as fractionally higher prices were recorded for fuel oil, coal, and household supplies; some furniture and textile prices were up from January sale levels.

The index one year earlier (February 1958) was 123.7. Group indexes on that date were: food 119.9, shelter 136.9, cloth-

ing 108.8, household operation 120.8, and other commodities and services 129.5.

City Consumer Price Indexes, January 1959

Consumer price indexes (1949=100) were lower in four of the ten regional cities between the beginning of December 1958 and January 1959.†

Indexes declined 0.3 per cent in both Montreal and Winnipeg, 0.2 per cent in Toronto and 0.1 per cent in Ottawa. In three cities, indexes were at higher levels: up 0.1 per cent in Saskatoon-Regina, 0.2 per cent in Vancouver and 0.4 per cent in Halifax. Halifax price changes reflected, in part, the introduction of a 3-per-cent sales tax in Nova Scotia. Indexes for St. John's, Saint John and Edmonton-Calgary were all unchanged.

Food indexes showed mixed results. Four city indexes experienced declines of 0.1 or 0.2 per cent, two indexes were unchanged and four indexes recorded increases ranging up to 0.5 per cent. The shelter indexes were unchanged in five regional cities and rose fractionally in the other five. The household operation indexes were lower in five cities, higher in four and unchanged in St. John's. Other commodities and services indexes were down in six cities, unchanged in two, and increased in the other two. Clothing indexes were lower in seven of the ten cities, unchanged in two; the Halifax index was up.

Regional consumer price index point changes between December and January were as follows: Montreal -0.4 to 126.5; Winnipeg -0.4 to 123.6; Toronto -0.2 to 128.9; Ottawa -0.1 to 126.4; Halifax +0.5 to 124.8; Vancouver +0.3 to 128.1; Saskatoon-Regina +0.1 to 122.8. St. John's, Saint John and Edmonton-Calgary remained unchanged at 122.6*, 126.7 and 122.5 respectively.

Wholesale Price Index, January 1959

The general wholesale index (1935-39=100) recorded a further advance in January, from 229.1 to 229.7. Five of the group indexes moved higher; the other three declined slightly.

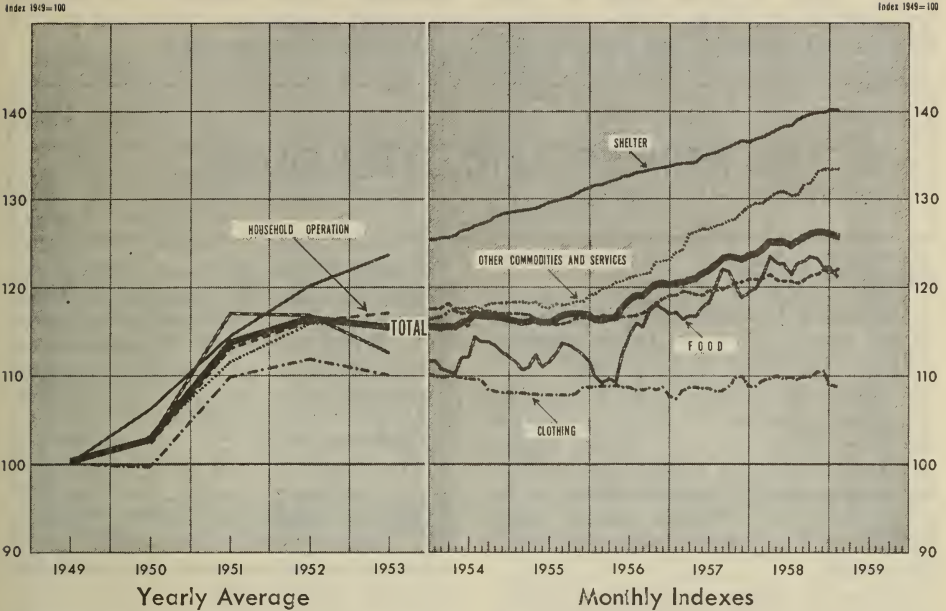
Animal products moved from 253.7 to 255.6, wood products from 298.5 to 300.6,

*See Table F-1 at back of book.

†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX



iron products from 255.2 to 255.4, non-metallic minerals from 188.7 to 189.0, and chemical products from 184.7 to 185.7.

Moving down were vegetable products, from 197.9 to 197.8; textile products, from 227.2 to 227.0; and non-ferrous metals, from 172.7 to 172.3.

Wholesale Price Index, December 1958

The general wholesale index (1935-39=100) advanced a further 0.3 per cent in December, moving from 228.5 to 229.1, which is 1.3 per cent higher than December 1957. Usually the index does increase in December over November; on only three occasions since 1945 has it shown a decrease.

Four of the major groups moved higher while the remaining four declined.

The animal products group recorded the largest group increase, moving from 247.5 to 253.7, or 2.5 per cent. Plaster, coal and cement were the chief contributors to a 0.3-per-cent advance in the non-metallic minerals group, which moved from 188.2 to 188.7. Increases in explosives, drugs and pharmaceuticals, and inorganic chemicals offset lower prices for industrial gases and paint materials, resulting in a slight 0.2-per-cent rise in the chemical products group from 184.4 to 184.7. The iron products group rose a slight 0.04 per cent from 255.1 to 255.2.

The non-ferrous metals group declined for the first time since July, dropping 0.9

per cent from 174.2 to 172.7. Vegetable products moved 0.5 per cent lower, from 198.8 to 197.9; wood products 0.3 per cent from 299.3 to 298.5; and textile products 0.1 per cent from 227.4 to 227.2.

The index of Canadian farm products prices between November and December rose from 212.1 to 217.6. The advance reflected increases in the field products index from 155.2 to 156.5, and in the animal products from 269.1 to 278.7.

The eastern total index climbed from 227.2 to 235.3 and the western total from 197.0 to 199.9.

The residential building materials price index (1949=100) rose 0.2 per cent between November and December, from 127.8 to 128.0. The non-residential building materials price index also increased 0.2 per cent, from 130.7 to 131.0.

U.S. Consumer Price Index, January 1959

The United States consumer price index (1947-49=100), after making in December its first decline since last August, rose a slight 0.1 per cent in January, from 123.7 to 123.8. The rise brought the index to within one tenth of a point of the all-time high of 123.9 reached twice in 1958, in July and November.

The U.S. index has not moved out of range of 0.3 per cent in nine months, since May 1958, when it stood at 123.6. At the beginning of 1958 the index was 122.3.

U.K. Index of Retail Prices, December 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose again between mid-November and mid-December

1958 to regain the all-time high of 110.2 previously reached in June 1958. The mid-November reading was 109.8, and that of mid-January 1958 was 108.1.

STRIKES AND LOCKOUTS

January 1959

There were 38 work stoppages in Canada during January; 14 of these stoppages started in the course of the month.*

Although the number of work stoppages was slightly higher in January than in December, there was a substantial decline in time loss from the previous month. This was mainly due to the termination at the end of December of the Inco dispute, which had caused a considerable time loss during that month.

Among the largest stoppages in January was a strike of 1,360 woodworkers employed by the Anglo-Newfoundland Development Co. in Grand Falls, Nfld. Wages and hours were the main issues involved in this dispute, which began on December 31 and was still in progress at the end of January.

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, JANUARY 1959

Industry	Number of Strikes and Lockouts	Number of Workers	Time Loss
Logging.....	3	1,772	44,575
Mining.....	2	969	970
Manufacturing.....	21	9,181	70,520
Construction.....	4	462	9,010
Transportation, Storage and Communication.....	6	1,333	33,335
Trade.....	1	8	195
Service.....	1	14	125

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1959 and 1958. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during January 1959. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

Another important work stoppage in January involved CBC producers in Montreal; it began late in December, idling up to 1,700 CBC employees. This dispute was not terminated at the end of January, but later press reports indicated that an agreement on terms of settlement had been reached between the CBC and the 74 producers directly involved in the stoppage. A general settlement, however, was reportedly delayed by disagreement over the conditions for return to work of members of other unions who had respected the picket line set up by the producers.

Of the 38 work stoppages in progress during January, 19 involved one hundred or more workers. Eleven of these 19 larger work stoppages had begun prior to January and eight started during the course of the month.

Among Canada's provinces, Newfoundland, with a relatively small labour force, ranked high in time loss with a total of 36,000 man-days for the month. In Ontario and Quebec the monthly total was near the 40,000 mark. In Ontario, the seven-day strike of 3,500 Chrysler Corporation employees in Windsor caused more than half the time loss in the province. In Quebec, the Montreal CBC dispute was responsible for most of the time loss. In British Columbia, where time loss amounted to 27,000 man-days for the month, a work stoppage involving approximately 1,000 employees of sawmills and logging camps, in progress since the latter part of November, was not settled until February.

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, JANUARY 1959

Province	Number of Strikes and Lockouts	Number of Workers	Time Loss
Newfoundland.....	2	1,402	35,695
Nova Scotia.....	2	1,045	2,335
Quebec.....	3	1,625	39,710
Ontario.....	18	7,348	45,515
Alberta.....	2	399	8,375
British Columbia.....	11	1,920	27,100

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 126

Arbitration, Industrial

1. AMERICAN ARBITRATION ASSOCIATION. *Procedural and Substantive Aspects of Labor-Management Arbitration*. New York, 1958? Pp. 39.

Discusses, among other things, the following: the initiation of arbitration, types of arbitration boards, selection of the arbitrator, occupational status of arbitrators, hearing days, arbitrators' study days, AAA administrative fees, most frequent grievances, discharge and other forms of discipline, seniority, job evaluation, overtime, vacations, foremen and supervisors, and pensions.

2. CUNNINGHAM, WILLIAM B. *Compulsory Conciliation and Collective Bargaining, the New Brunswick Experience*. Montreal, published jointly by the New Brunswick Department of Labour, Fredericton, N.B., and the Industrial Relations Centre, McGill University, 1958. Pp. 123.

The author examined the files of the New Brunswick Department of Labour for disputes requiring the intervention of government-appointed conciliators during the period, 1947-1956. Most of this study deals with the achievements and effects of the conciliation boards.

3. WOODS, HARRY DOUGLAS, ed. *Patterns of Industrial Dispute Settlement in Five Canadian Industries*. Contributors: D. E. Armstrong (and others) Montreal, Industrial Relations Centre, McGill University, 1958. Pp. 397.

Contents: Concepts in Labour Relations, by H. D. Woods. Third Party Intervention in the Alberta Coal Industry, 1900-1951, by D. E. Armstrong and Muriel Armstrong. Pattern of Accommodation in the Men's Garment Industry of Quebec, 1914-1954, by M. Brecher. Labor Disputes Settlement in the Construction Industry of British Columbia, 1945-1954, by S. Jamieson. Third Party Intervention in the Quebec Primary Textile Industry, 1944-1952, by M. K. Oliver. British Columbia Logging and Lumber Industry, 1946-1953, by J. R. Vaselenak. The Process of Accommodation, by H. D. Woods.

Automation

4. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Auto-*

mation and Major Technological Change; Impact on Union Size, Structure and Function. A Panel Discussion at a Conference held under the Auspices of the Industrial Union Department, AFL-CIO, April 22, 1958, Washington, D.C. Washington, 1958. Pp. 25.

The Panel discussed "changes in the size, structure and functions of unions taking place now or likely to occur in the future and the adjustments which must be made in order to deal effectively with the problems created by such changes."

5. CONFERENCE ON AUTOMATION, PARIS, 1957. *Principal Speeches and Reports of Working Groups, Paris, 8-12 April 1957*. Paris, European Productivity Agency, O.E.E.C., n.d., 1957? Pp. 126.

Text in the original language only, except for two speeches made at the opening session which have been translated. Some of the topics discussed at the Conference on Automation were: problems raised by automation from the point of view of business and of trade unions, economic problems of automation, education for automation, social problems of automation, and industrial and managerial consequences of automation.

6. CRAIG, HAROLD FARLOW. *Administering a Conversion to Electronic Accounting; a Case Study of a Large Office*. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1955. Pp. 24.

A case study of administering a conversion to electronic accounting in a large insurance office, with particular reference to the administrative aspects of conversion to the new accounting systems instead of the technical aspects.

Economic Conditions

7. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. *Business and Economic Policy*. Adelaide, The Griffin Press, 1958. Pp. 43.

At head of title: Third Summer School of Business Administration. 1958.

8. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Labor, Big Business and Inflation*. Washington, 1958. Pp. 34.

9. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Economic Development in the Commonwealth*. Rev. ed. London, 1958. Pp. 96.

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Soviet Economy, 1956-1958, (Including Tables bringing up to date "Statistical Handbook of the U.S.S.R.," Studies in business economics, No. 55)* by Harry Schwartz. New York, c1958. Pp. 20.

The author is the New York Times expert on Russian affairs.

11. SONNE, HANS CHRISTIAN. *Crucial Issues in World Perspective, 1958. Report to the Annual Joint Meeting of the Board of Trustees and the Agriculture, Business, Labor and International Committees and the National Council of the National Planning Association, Washington, D.C., March 31st, 1958.* Washington, 1958. Pp. 14.

12. UNITED NATIONS. BUREAU OF ECONOMIC AFFAIRS. *Structure and Growth of Selected African Economies.* New York, 1958. Pp. 201.

Analyses the economic structure of three territories: The Federation of Rhodesia and Nyasaland, Morocco and the Sudan.

13. YOUNG, JOHN HUMPHREY. *Canadian Commercial Policy.* Ottawa, 1957. Pp. 235.

A Study prepared for the Royal Commission on Canada's Economic Prospects. Contents: Introduction and Summary. The Development of the Canadian Tariff. The Economic Effects of the Canadian Tariff. The Structure of the Canadian Tariff. The Economic Consequences of Alternative Tariff Policies.

Education

14. U.S. OFFICE OF EDUCATION. VOCATIONAL DIVISION. *Homemaking Education Programs for Adults.* Washington, G.P.O., 1958. Pp. 62.

"This bulletin was planned for all those in State and local departments of education who have some responsibility for developing and administering programs of adult education concerned with home and family living."

15. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Annual Report, including a Summary of the Proceedings of the Assembly of Delegates, Rome, 1958.* Washington, 1958. Pp. 70.

Education, Vocational

16. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Britain's Future and Technical Education.* London, n.d., 1958? Pp. 12.

17. NATIONAL LEADERSHIP DEVELOPMENT CONFERENCE IN TRADE AND INDUSTRIAL EDUCATION. 3RD, ITHACA, NEW YORK. Washington, U.S. Dept. of Health, Education, and Welfare, Office of Education, 1958. Pp. 99.

This Conference was held to assist those who operate trade and industrial education programs at the State level.

Efficiency, Industrial

18. EUROPEAN PRODUCTIVITY AGENCY. *Productivity in Small and Medium-Sized Enterprises; Report on a Mission to the United States.* Project No. 384. Paris, 1958. Pp. 93.

Recommendations of Mission: A need for educating small business managers in modern management techniques; Services provided by trade organizations, chambers of commerce, etc. to small business should be strengthened and improved, where necessary; American

specialists should be invited to Europe to study European small business and advise the European Productivity Agency, National Productivity Centres and other organizations on methods of promoting productivity in small business; A survey of financial problems of small business in OEEC Member Countries should be undertaken; More emphasis should be given to publicizing productivity in small business.

19. EUROPEAN PRODUCTIVITY AGENCY. *Report on the Third Meeting of Technical Information Officers held... in Rome, 19th-23rd March 1956.* Paris, O.E.E.C., 1958. Pp. 58.

Cover-title: *Technical Information Services in Europe.* Topics discussed at the Conference include: research and technical information; some special documentation services; technical information and management; technical information in large industries and public enterprises; technical information and the trade unions; and the technical press.

20. LINTERN, DEWI GWYNFRYN. *Work Measurement and Incentives,* by D. G. Lintern and R. J. S. Curtis. London, Pitman, 1958. Pp. 168.

Intended as an introductory textbook. Covers such topics as time and motion study, materials handling, fatigue, incentives, job analysis, merit rating and training.

Employees' Benefit Plans

21. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Federal-State Regulations of Welfare Funds; Editorial Analysis; Checklists for filing Reports; Comparison of Federal and State Requirements; Text of Federal and State Laws; Conference and Committee Reports; Congressional Debate.* Washington, 1958. Pp. 136.

22. FOUNDATION ON EMPLOYEE HEALTH, MEDICAL CARE AND WELFARE. *Problems and Solutions of Health and Welfare Programs.* New York, 1957-1958. 2 Volumes.

Contents: Pt. A. Improving Value and reducing Costs. Pts. B & C. Service Benefits and How to compare Service vs. Indemnity Benefits.

23. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Employee Benefit Plans; Background Material.* Committee on Education and Labor, House of Representatives, Eighty-Fifth Congress, First Session. Washington, G.P.O., 1957. Pp. 249.

The material in this book includes: The legislative history of the present provisions of the Labor-Management Relations Act dealing with employer contributions to employee-benefit plans. The text of all State laws which might have some applicability in this area. Significant legislative proposals from 1948 through 1956 designed to amend existing law or to provide new regulations governing the establishment or administration of employee-benefit plans. A digest of all testimony as to such legislative proposals before this and other committees... The legislative history of the present Federal law providing for State regulation of the insurance industry. A summary

of previous reports and committee recommendations regarding the employment-benefit provisions of the Labor-Management Relations Act."

Employment Offices, Public

24. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. *Proceedings of the Forty-Fifth Annual Convention, Philadelphia, Pennsylvania, June 17, 18, 19, 20, 1958.* Louisville? 1958. Pp. 72.

25. U.S. BUREAU OF EMPLOYMENT SECURITY. *Employment Services available to Federal Agencies.* Washington, G.P.O., 1958. Pp. 8.

Industrial Relations

26. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Do Management Attitudes determine Union-Management Relations?* By Ross Stagner. Urbana, 1955. Pp. 9.

The author concludes, among other things, that top management attitudes influence the attitudes at the rank-and-file level; that higher wage rates made for a friendlier attitude towards management at the rank-and-file level; and that union influence is usually low if management is hostile to the union.

27. SELEKMAN, BENJAMIN MORRIS. *Problems in Labor Relations*, by Benjamin M. Selekman, Sylvia Kopald Selekman and Stephen H. Fuller. 2d ed. New York, McGraw-Hill, 1958. Pp. 702.

Presents authentic cases of collective bargaining. The cases studied are in three major categories: 1. shop problems; 2. problems at the bargaining table level; and, 3. problems affecting individual companies.

Industry—Location

The following two publications were published in Edmonton in 1958 by the Industrial Development Branch of the Alberta Department of Economic Affairs.

28. *Survey of Red Deer.* Rev. ed. Pp. 24.

29. *Survey of Wetaskiwin.* Rev. ed. Pp. 20.

Insurance, Unemployment

30. CANADIAN LABOUR CONGRESS. *The U.I.A., its Rights and Obligations; a Handbook on the Unemployment Insurance Act as amended October 2, 1955, September 30, 1956, and November 27, 1957.* 4th ed. Ottawa, 1958. Pp. 53.

31. U.S. BUREAU OF EMPLOYMENT SECURITY. *Significant Provisions of State Unemployment Insurance Laws, August 15, 1958.* Washington, 1958. Pp. 3.

Labour Laws and Legislation

32. PETRO, SYLVESTER. *How the NLRB repealed Taft-Hartley, with Especial Emphasis upon the Destruction of Free Employee Choice; a Study of Congressional*

Intent and NLRB Interpretation. Washington, Labor Policy Association, 1958. Pp. 140.

The author alleges that the rights of an employee, including the right to join or not join a union as guaranteed by the Labor Management Relations Act (The Taft-Hartley Act) of 1957, and other provisions of the Act, have not been supported by the decisions of the National Labor Relations Board.

33. U.S. NATIONAL MEDIATION BOARD. *Administration of the Railway Labor Act by the National Mediation Board, 1934-1957.* Washington, G.P.O., 1958. Pp. 103.

Contents: The Railway Labor Act today and Preceding Legislation. The National Mediation Board and its Duties. Application for Services and Rules of the National Mediation Board. National Railway Labor Panel-Railroad and Airline Wage Board. The Work of the National Mediation Board. Court Proceedings.

Labour Organization

34. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Proceedings, Second Constitutional Convention, Washington, D.C., October 31 and November 1, 1957.* Washington, 1958? Pp. 198.

35. BARBASH, JACK. *The Labor Movement in the United States.* 1st ed. New York, c1958. Pp. 28.

The author, Professor of Labor Education at the University of Wisconsin, was formerly Research and Educational Director, Industrial Union Department, AFL-CIO and Staff Director of the United States Senate Subcommittee on Labor and Labor Management Relations.

36. CANADIAN LABOUR CONGRESS. *Report of Proceedings, Second Convention, Winnipeg, April 21-25, 1958.* Ottawa, 1958. Pp. 138.

37. MATHUR, A. S. *Trade Union Movement in India*, by A. S. Mathur and J. S. Mathur. Allahabad, India, Chaitanya Pub. House, 1957. Pp. 303.

A history of trade union in India since 1918. Discusses such topics as trade union structure, national federations, labour laws, collective bargaining, trade unions and politics, and employers' organizations.

38. TRADES UNION CONGRESS. *Report of Proceedings at the 90th Annual Trades Union Congress held at ... Bournemouth, September 1 to 5, 1958.* London, 1958. Pp. 534.

39. VERBIN, ANDREI. *Soviet Trade Unions.* London, Soviet News, 1958? Pp. 94.

Labour Organization—Administration

40. AMERICAN ENTERPRISE ASSOCIATION. *Labor Unions and Public Policy*, by Edward H. Chamberlin (and others). Washington, 1958. Pp. 177.

Contents: The Economic Analysis of Labor Union Power, by Edward H. Chamberlin. Involuntary Participation in Unionism, by Philip D. Bradley. State Rights and the Law of Labor Relations, by Gerard D. Reilly. Legal Immunities of Labor Unions, by Roscoe Pound.

41. SLICHTER, SUMNER H. *New Goals for the Unions*. (In *The Atlantic Monthly*, December 1958. Pp. 54-58.)

Crooked labor leaders in their cynical misuse of funds have incensed the American consumer, and the unions in too many instances have not been able to eliminate corrupt officials. Sumner H. Slichter, the noted economist, takes the long view: Will the labor leaders regain a responsible authority, without which there can be no productive cooperation in the U.S.?

Labour Supply

42. BANCROFT, GERTRUDE. *The American Labor Force: its Growth and Changing Composition*, by Gertrude Bancroft for the Social Science Research Council in cooperation with the U.S. Dept. of Commerce, Bureau of the Census. New York, Wiley, 1958. Pp. 256.

"The work covers such topics as: the long-run and short-run changes in the labor force participation of various population groups; the contribution of part-time workers; factors deciding whether or not a second member of the family, particularly the wife, will work; and projections of the composition and size of the labor force up to 1975."

43. CLAGUE, EWAN. *Breaking the Manpower Barrier*. (Address) before the *American Society of Training Directors*, Washington, D.C., May 6, 1958. Washington, Dept. of Labor, 1958. Pp. 21.

The speaker forecasts a decrease in many occupations that require little preparation and a rapid increase in those occupations which require the most skill and education. He points out that the educational level is higher after World War II than it was before. He describes what the U.S. Department of Labor is doing to help improve work skills.

44. THOLE, HENRY C. *Shortages of Skilled Manpower; Implications for Kalamazoo Businessmen*. Kalamazoo, Mich., W. E. Upjohn Institute for Community Research, 1958. Pp. 55.

The author made a survey of 27 companies in 1956 to find out how the shortage of skilled workers affected employers and to determine what the companies were doing about the shortage. Metal-working firms had the most difficulty in hiring workers. Medium-size and smaller plants, employing under 500 workers, felt the shortages more than larger ones.

Labouring Classes

45. CHAMBERLAIN, NEIL W. *Labor*. New York, McGraw-Hill, 1958. Pp. 625.

"This book originated as a series of lectures designed for an introductory course in labor." Some of the topics it touches on are labor unions, collective bargaining, union security, grievance procedures, seniority, wages and hours, pensions and supplemental unemployment benefits.

46. INTERNATIONAL COMMISSION AGAINST CONCENTRATION CAMP PRACTICES. *White Book on Forced Labour in the People's Republic of China*. Paris, Centre international d'édition et de documentation, 1957-1958. 2 Volumes.

Contents: 1. The hearings. 2. The record. A Special Investigating Commission on Forced Labour in the People's Republic of China, meeting in Brussels in April 1956, investigated complaints from the Hong Kong and Kowloon Trade Union Council, from the Chinese Federation of Labour, Taipei, and from eighty-nine Catholic missionaries who had returned from China. The Commission, which was appointed by the International Commission against Concentration Camp Practices, heard representatives of the complainants, and others.

47. JOHNSON, DOROTHY CATHERINE. *Pioneers of Reform: Cobbett, Owen, Place, Shaftesbury, Cobden, Bright*. With a preface by Sidney Webb. London, Methuen, 1929. Pp. 180.

Biographies of six English 19th century social reformers.

48. MACKINNON, JAMES. *The Social and Industrial History of Scotland from Union to the Present Time*. London, Longmans, Green, 1921. Pp. 298.

49. YEARLEY, CLIFTON K. *Britons in American Labor; a History of the Influence of the United Kingdom Immigrants on American Labor, 1820-1914*. Baltimore, Johns Hopkins Press, 1957. Pp. 332.

Describes "the impact of men and ideas from the United Kingdom upon the early modern labor and labor reform movements in the United States."

Management

50. ALLEN, LOUIS A. *Management and Organization*. New York, McGraw-Hill, 1958. Pp. 353.

Contents: The Nature of Management. A Unified Concept of Management. What is Organization? Designing the Company Organization Structure. Divisionalization. The Process of Delegation. Better Methods of Delegation. Centralization and Decentralization. Effective Decentralization. Staff and Line Relationships. Specialized Staff. Top Management Organization. Changing the Organization Structure. Dynamics of Change.

51. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Management of Industrial Enterprises in Under-Developed Countries*. New York, 1958. Pp. 35.

"It is the conflicts between conventional management and the environmental conditions which prevail in most underdeveloped countries that the present report attempts to explore."

52. U.S. OFFICE OF EDUCATION. VOCATIONAL DIVISION. *Management Training for Small Business*. Washington, G.P.O., 1958. Pp. 52.

Contains suggestions for organizing courses in administrative management for owners and managers of small businesses.

Older Workers

53. SOULE, GEORGE HENRY. *Longer Life*. New York, Viking Press, 1958. Pp. 151.

Points out "the fallacy of the common belief that age is necessarily associated with incapacities."

54. WELFORD, ALAN TRAVISS. *Ageing and Human Skill; a Report centred on Work by the Nuffield Unit for Research into Problems of Ageing*. London, Published for the Trustees of the Nuffield Foundation by the Oxford University Press, 1958. Pp. 300.

"This book is the final report of the Nuffield Unit for Research into Problems of Ageing, which was attached to the Psychological Laboratory at Cambridge from 1946 to 1956." The Unit sought information on the processes of ageing and on ways to assist the employment and training of people in their later years.

Prices

55. BAIN, JOE STATEN. *Pricing, Distribution, and Employment; Economics of an Enterprise System*. Rev. ed. New York, Holt, 1953. Pp. 732.

56. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Administered Pricing: Economic and Legal Issues*. New York, c1958. Pp. 55.

"Administered price" was defined by the originator of the phrase as "a price set by someone, usually a producer or seller, and kept constant for a period of time and for a series of transactions." Contents: Introduction, by Betty Bock. What is "Administered Pricing"? By M. A. Adelman. Price Movements in Basic Growth Industry, by Irving Lipkowitz. Administered Prices in Recessions, by Jules Backman. Administered Prices and the Antitrust Laws, by H. Thomas Austern.

57. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *The Relationship of Prices to Economic Stability and Growth. Compendium of Papers submitted by Panelists appearing before the Joint Economic Committee*. Washington, G.P.O., 1958. Pp. 712.

Topics of papers: 1. Employment Act objectives and the stabilization of prices. 2. The Measurement of price changes and price relationships. 3. Past price behavior viewed in the context of cyclical and secular economic changes. 4. Interrelationships among, prices, demands and costs. 5. Interrelationships among prices, employment, output, incomes and resources. 6. Private pricing policies: their formulation and effects. 7. Relationships between public policies, private pricing policies, price changes, and price relationships. 8. Formulating public policies for economic stability and growth.

58. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Relationship of Prices to Economic Stability and Growth. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-fifth Congress, Second Session, pursuant to Sec. 5 (a) of Public Law 304 (79th Congress)*. . . . Washington, G.P.O., 1958. Pp. 427.

Hearings held May 12-22, 1958. "The committee's major goal is an objective and authoritative exploration of those general economic processes which involve prices, price relationships, costs, and price policies in the expectation that this will reveal ways in which public and private policies can contribute to the attainment of the objectives of the Employment Act."

Professional Workers

59. RIEGEL, JOHN WALLACE. *Administration of Salaries and Intangible Rewards for Engineers and Scientists*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1958. Pp. 105.

Bound with the author's *Intangible Rewards for Engineers and Scientists*. Ann Arbor, 1958.

The two studies in this book deal with the relationship between managers and engineers and scientists.

60. RIEGEL, JOHN WALLACE. *Intangible Rewards for Engineers and Scientists*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1958. Pp. 84.

Bound with the author's *Administration of Salaries and Intangible Rewards for Engineers and Scientists*. Ann Arbor, 1958.

61. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *The Training of Journalists; a World-Wide survey on the Training of Personnel for the Mass Media*. Paris, 1958. Pp. 222.

Contents: Pt. 1. International Collaboration in the Training of Journalists. Pt. 2. Training Principles and Methods. Pt. 3. Training Facilities in Different Countries.

Wages and Hours

62. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates and Hours of Labour. Annual Report No. 40. October 1957*. Ottawa, Queen's Printer, 1958. Pp. 265.

63. GUILLEBAUD, CLAUDE WILLIAM. *The Wages Councils System in Great Britain*. London, James Nisbet & Co. Ltd., 1958. Pp. 31.

"A Wages Council consists of equal numbers of members representing employers and members representing workers in the industry in question, together with not more than three independent persons, known as 'Independent Members', one of whom is appointed by the Minister to act as Chairman, and one as Deputy Chairman."

64. U.S. BUREAU OF LABOR STATISTICS. *A Test of the Validity of collecting Wage Statistics by Mail Questionnaire*. Washington, 1953? Pp. 17.

Women

65. CONFERENCE ON WORK IN THE LIVES OF MARRIED WOMEN, COLUMBIA UNIVERSITY, 1957. *Work in the Lives of Married Women; Proceedings of a Conference on Womanpower held October 20-25, 1957 at Arden House, Harriman Campus of Columbia University*. New York, Columbia University Press, 1958. Pp. 220.

Partial Contents: Education for Reentry into the Labor Force, by Esther Lloyd-Jones. Utilizing "Older" Women Workers, by Howard S. Kaltenborn. Supplementary Income earned by Married Women, by Frances Lomas Feldman. Maternal Employment and Children by

Katherine B. Oettinger. Effects upon Children of their Mothers' Outside Employment, by Eleanor E. Macoby.

66. CUSSLER, MARGARET. *The Woman Executive*. 1st ed. New York, Harcourt, Brace, 1958. Pp. 165.

Based on a survey of women executives in five metropolitan areas of the Eastern seaboard of the U.S. Describes how the woman executive gets along in her job and with her co-workers.

Workmen's Compensation

67. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Workmen's Compensation in British Columbia*. Vancouver, 1958. Pp. 24.

68. BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN. CANADIAN LEGISLATIVE BOARD. *Workmen's Compensation in Canada; Summary Benefits, Years 1947-1958*. Ottawa, 1958. Pp. 25.

69. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Statistical Report, 1957*. Toronto, Queen's Printer, 1958. Pp. 74.

Miscellaneous

70. APPRENTICESHIP COMMISSION OF THE PRINTING TRADES FOR MONTREAL AND DISTRICT. *Thirteenth Annual Report, 1957-1958*. Montreal, 1958. Pp. 96.

71. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Basic Patterns in Union Contracts*. 4th ed. Washington, 1957. 1 Volume.

Topics discussed: amendment and duration; discharge and discipline; employee benefits; grievances and arbitration, management and union rights, seniority; layoff, promotion and transfer, strikes and lockouts, union security, vacations, wages, and working conditions.

72. GREAT BRITAIN. GOVERNMENT ACTUARY. *Occupational Pension Schemes; a Survey*. London, H.M.S.O., 1958. Pp. 28.

"The survey was undertaken in order to throw light on (i) the number of persons now covered for occupational pensions, the number of pensioners, the total sums paid as contributions and as pensions, and (ii) the salient features of the provisions of the various types of scheme..."

73. HAND, LEARNED. *The Bill of Rights*. Cambridge, Harvard University Press, 1958. Pp. 82.

The author begins "... I shall confine myself to the function of United States Courts, particularly the Supreme Court, of declaring invalid Statutes of Congress, or of the States, or acts of the President, because they are in conflict with what we have come to call our 'Bill of Rights', by which I mean the first eight and the fourteenth amendments of the Constitution of the United States."

74. ISTITUTO NAZIONALE PER L'ASSICURAZIONE CONTRO GLI INFORTUNI SUL LAVORO. *Statistical Information, 1952-1955*. Rome, 1958. 1 Volume (unpaged).

Translation of the publisher's name: National Institute for the Insurance against Industrial Accidents.

75. LABOUR PARTY (GREAT BRITAIN). *Public Enterprise; Labour's Review of the Nationalised Industries*. London, 1957. Pp. 59.

76. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Alcoholic Worker: How Business is affected; Management Attitudes; Control Measures; Experiences of Seven Companies*, by Stephen Habbe. New York, c1958. Pp. 52.

"The purpose of this report is to present current, reliable information on the subject of the problem drinker, to indicate some of the results when employees drink too much, and to describe in detail what seven companies are doing about the matter."

77. SCHAFFER, GORDON. *Defend Your Jobs*. London, L.R.D. Publications Ltd., 1958. Pp. 9.

78. U.S. BUREAU OF LABOR STANDARDS. *Young Workers under 18 Today and Tomorrow*. Washington, G.P.O., 1958. Pp. 24.

79. U.S. CHILDREN'S BUREAU. *Homemaker Service*. Washington, D.C., G.P.O., 1958. Pp. 36.

80. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *This is the President's Committee on Employment of the Physically Handicapped*. Washington, G.P.O., 1958. Pp. 10.

A publication that gathers into one volume the texts of the principal international standards in the labour-management relations field has been issued by the International Labour Organization.

Its title is *International Standards and Guiding Principles, 1944-1958* and it is the fourth in the ILO's Labour-Management Relations Series.

A foreword to the volume gives the object of the volume as "to place at the disposal of those who are interested in the development of good labour-management relations in the various countries of the world the texts of the principal international standards in this field which have been adopted by the International Labour Organization in recent years".

A list of the principal reports or main articles published by the ILO on this question appears as an appendix.

LABOUR STATISTICS

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A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census: consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 13, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,120	113	431	1,732	2,253	1,032	559
Agricultural.....	653	*	46	140	171	272	22
Non-Agricultural.....	5,467	111	385	1,592	2,082	760	537
Males.....	4,604	93	332	1,312	1,655	790	422
Agricultural.....	618	*	45	136	156	258	21
Non-Agricultural.....	3,986	91	287	1,176	1,499	532	401
Females.....	1,516	20	99	420	598	242	137
Agricultural.....	35	*	*	*	15	14	*
Non-Agricultural.....	1,481	20	98	416	583	228	136
All Ages.....	6,120	113	431	1,732	2,253	1,032	559
14—19 years.....	564	15	43	206	174	90	36
20—24 years.....	763	19	52	250	256	126	60
25—44 years.....	2,854	51	182	799	1,077	471	274
45—64 years.....	1,717	26	133	429	660	301	168
65 years and over.....	222	*	21	48	86	44	21
<i>Persons with Jobs</i>							
All status groups.....	5,680	82	386	1,578	2,132	988	514
Males.....	4,210	63	291	1,174	1,550	751	381
Females.....	1,470	19	95	404	582	237	133
Agricultural.....	633	*	43	133	166	269	20
Non-Agricultural.....	5,047	80	343	1,445	1,966	719	494
Paid Workers.....	4,597	70	306	1,324	1,807	649	441
Males.....	3,256	53	221	945	1,276	443	318
Females.....	1,341	17	85	379	531	206	123
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	440	31	45	154	121	44	45
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,329	153	457	1,498	1,777	927	517
Males.....	1,109	46	105	283	337	211	127
Females.....	4,220	107	352	1,215	1,440	716	390

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended December 13, 1958		Week Ended November 15, 1958		Week Ended December 14, 1957	
	Total	Seeking Full-Time Work(?)	Total	Seeking Full-Time Work(?)	Total	Seeking Full-Time Work(?)
Total looking for work.....	467	445	387	372	416	399
Without Jobs.....	440	420	361	348	392	378
Under 1 month.....	138	—	120	—	147	—
1— 3 months.....	188	—	143	—	180	—
4— 6 months.....	64	—	48	—	44	—
7—12 months.....	34	—	33	—	14	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	27	25	26	24	24	21
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	18	17	18	17	16	14

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total ¹
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
1953—Total....	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1957—Nov.....	46.2	410.4	140.6	88.0	290.4	65.7	592.5	1,105.7	163.6	1,344.6
Dec.....	45.7	386.1	134.3	.....	.....	.....	.....	.....	.....	1,294.8
1958—Jan.....	46.0	381.9	103.3	.....	.....	.....	.....	.....	.....	1,267.8
Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	467.1	1,024.0	163.5	1,277.1
Mar.....	45.8	389.8	130.3	.....	.....	.....	.....	.....	.....	1,283.2
Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	259.1	69.0	555.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,405.3
Oct.....	43.2	400.0	142.9	.....	.....	.....	.....	.....	.....	1,389.8
Nov.....	43.1	401.7	142.0	91.3	278.5	70.0	619.4	1,112.4	174.1	1,385.5
Dec.....	42.1	393.7	139.6	.....	.....	.....	.....	.....	.....	1,359.0

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,708,782.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.90
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
Oct. 1.....	121.9	210.8	164.9	70.85	112.4	187.2	165.4	72.73
Nov. 1.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
Dec. 1.....	119.1	199.2	166.6	71.56	109.6	186.0	168.5	74.08

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding:			Pay period preceding:		
	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957	Dec. 1 1958	Nov. 1 1958	Dec. 1 1957
(a) Provinces						
Newfoundland.....	120.0	130.1	127.8	62.69	61.97	62.00
Prince Edward Island.....	134.5	129.4	117.4	48.70	50.41	50.29
Nova Scotia.....	96.9	100.0	99.3	59.18	57.90	56.92
New Brunswick.....	101.2	100.3	101.1	58.27	58.37	56.79
Quebec.....	119.6	120.7	122.9	68.92	68.23	66.56
Ontario.....	119.8	119.3	124.6	74.25	73.85	72.24
Manitoba.....	109.4	111.8	110.9	67.65	67.88	64.22
Saskatchewan.....	130.1	132.8	128.1	68.14	68.57	66.36
Alberta (including Northwest Territories).....	151.0	154.9	151.6	74.16	74.20	70.87
British Columbia (including Yukon).....	115.7	118.4	118.1	78.35	78.08	74.80
Canada.....	119.1	120.1	123.5	71.56	71.13	69.24
(b) Metropolitan Areas						
St. John's.....	130.5	133.4	130.9	50.66	51.48	49.53
Sydney.....	94.5	91.8	95.1	73.80	72.21	71.21
Halifax.....	116.4	115.8	118.0	58.09	57.22	54.53
Saint John.....	95.0	95.0	91.4	54.55	55.91	51.95
Quebec.....	110.3	110.9	112.1	59.59	58.39	57.84
Sherbrooke.....	99.9	100.5	105.8	58.62	58.45	56.89
Three Rivers.....	116.8	116.8	115.2	67.11	66.08	62.81
Drummondville.....	77.6	77.7	74.9	60.06	59.84	57.90
Montreal.....	123.2	123.6	126.0	70.02	69.84	67.21
Ottawa—Hull.....	125.2	125.4	122.1	65.85	65.55	61.73
Peterborough.....	99.2	98.7	103.8	79.87	78.07	75.76
Oshawa.....	177.4	166.2	178.7	80.73	75.47	90.80
Niagara Falls.....	99.5	104.9	118.8	77.79	76.11	76.68
St. Catharines.....	106.4	106.1	121.2	79.89	78.30	78.50
Toronto.....	133.5	132.0	134.9	74.77	74.87	71.93
Hamilton.....	106.7	96.6	112.6	76.43	76.03	74.71
Brantford.....	90.2	89.5	86.0	67.72	68.99	65.11
Galt.....	110.6	111.8	112.5	64.66	64.04	61.50
Kitchener.....	118.6	118.7	116.6	67.69	67.84	64.82
Sudbury.....	45.2	48.2	144.7	80.83	80.71	85.49
London.....	123.2	123.3	121.6	68.14	68.04	64.86
Sarnia.....	124.8	124.8	139.1	91.47	90.67	89.57
Windsor.....	81.3	78.2	92.3	79.84	78.58	75.76
Sault Ste. Marie.....	147.5	148.8	135.0	89.54	89.36	87.00
Ft. William—Pt. Arthur.....	115.7	115.1	121.3	73.17	72.73	72.79
Winnipeg.....	110.5	110.7	108.8	64.42	64.77	61.74
Regina.....	128.7	128.7	126.9	63.99	64.59	62.31
Saskatoon.....	137.4	138.1	133.3	64.29	65.59	61.43
Edmonton.....	180.7	187.6	183.6	69.05	69.51	65.27
Calgary.....	163.1	165.3	159.7	68.64	68.47	67.37
Vancouver.....	116.6	117.3	119.1	77.41	76.72	72.58
Victoria.....	116.0	117.9	120.1	70.87	69.66	67.00

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1958	Nov. 1, 1958	Dec. 1, 1957	Dec. 1, 1958	Nov. 1, 1958	Dec. 1, 1957
Newfoundland.....	38.0	36.7	39.7	156.3	152.2	161.7
Nova Scotia.....	41.3	40.3	40.5	147.5	146.4	146.1
New Brunswick.....	41.8	41.9	40.9	148.9	143.9	146.6
Quebec.....	41.9	41.7	41.6	150.0	149.3	146.9
Ontario.....	40.7	40.7	40.6	175.2	173.1	172.6
Manitoba.....	40.1	40.6	39.8	159.1	157.7	152.2
Saskatchewan.....	39.8	39.4	40.0	179.7	178.2	172.6
Alberta(1).....	40.8	40.6	40.3	176.8	175.7	172.3
British Columbia(2).....	38.2	38.1	37.2	205.4	203.4	196.4

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Hourly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958.....	40.6	164.0	66.58	159.6	125.6	127.1
October 1, 1958.....	40.7	164.4	66.91	160.4	126.0	127.3
November 1, 1958.....	40.8	165.5	67.52	161.9	126.3	128.2
December 1, 1958(1).....	40.9	167.2	68.38	163.9	126.2	129.9

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment ⁽²⁾		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
February 1, 1958.....	6,822	7,860	14,682	661,965	167,512	829,477 R
March 1, 1958.....	7,389	8,459	15,848	685,915	171,175	857,090
April 1, 1958.....	9,730	10,892	20,622	681,810	171,022	852,832
May 1, 1958.....	17,323	13,174	30,497	581,032	165,375	746,407
June 1, 1958.....	15,172	14,677	29,849	443,407	156,591	599,998
July 1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959 ⁽¹⁾	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959 ⁽¹⁾	9,425	9,295	18,720	615,668	175,574	791,242

* Current Vacancies only. Deferred vacancies are excluded. (R)—Revised

⁽¹⁾ Latest figures subject to revision.

⁽²⁾ From December 1, 1958, registration figures during the seasonal benefit period do not include claimants for fishing benefits.

As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
DECEMBER 31, 1958⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				November 28, 1958	December 31, 1957
Agriculture, Fishing, Trapping	185	79	264	- 86	+ 54
Forestry	1,079	4	1,083	+ 538	+ 712
Mining, Quarrying and Oil Wells	327	40	367	+ 107	- 589
Metal Mining.....	209	13	222	+ 70	- 356
Fuels.....	83	18	101	+ 28	- 166
Non-Metal Mining.....	2	1	3	- 2	- 32
Quarrying, Clay and Sand Pits.....	2	2	4	+ 2	- 1
Prospecting.....	31	6	37	+ 9	- 34
Manufacturing	1,506	1,181	2,687	- 87	+ 103
Foods and Beverages.....	130	90	220	- 53	+ 31
Tobacco and Tobacco Products.....	4	3	7	+ 2	- 56
Rubber Products.....	13	9	22	- 3	+ 3
Leather Products.....	32	109	141	+ 27	- 23
Textile Products (except clothing).....	58	53	111	- 30	+ 9
Clothing (textile and fur).....	56	430	486	+ 23	+ 25
Wood Products.....	136	42	178	- 17	+ 13
Paper Products.....	69	24	93	+ 4	+ 3
Printing, Publishing and Allied Industries.....	75	54	129	- 16	- 15
Iron and Steel Products.....	269	101	370	- 73	+ 77
Transportation Equipment.....	330	48	378	+ 75	+ 69
Non-Ferrous Metal Products.....	34	29	63	- 5	- 33
Electrical Apparatus and Supplies.....	84	46	130	- 18	- 84
Non-Metallic Mineral Products.....	51	18	69	- 4	+ 26
Products of Petroleum and Coal.....	23	17	40	+ 10	+ 15
Chemical Products.....	84	59	143	- 11	+ 3
Miscellaneous Manufacturing Industries.....	58	49	107	+ 2	+ 40
Construction	590	39	629	- 287	- 14
General Contractors.....	393	23	416	- 128	- 26
Special Trade Contractors.....	197	16	213	- 159	+ 12
Transportation, Storage and Communication	271	169	440	- 84	- 24
Transportation.....	219	88	307	- 88	+ 16
Storage.....	11	9	20	- 5	- 7
Communication.....	41	72	113	+ 9	- 33
Public Utility Operation	37	17	54	- 7	- 51
Trade	1,083	1,151	2,234	- 980	+ 461
Wholesale.....	401	333	734	+ 44	+ 220
Retail.....	682	818	1,500	- 1,024	+ 241
Finance, Insurance, and Real Estate	467	462	929	+ 143	+ 107
Service	3,031	5,495	8,526	- 3,537	+ 1,440
Community or Public Service.....	123	1,039	1,162	+ 102	- 104
Government Service.....	2,451	459	2,910	- 3,479	+ 804
Recreation Service.....	22	28	50	- 25	- 28
Business Service.....	224	335	559	+ 100	+ 178
Personal Service.....	211	3,634	3,845	- 235	+ 590
Grand Total	8,576	8,637	17,213	- 4,280	+ 2,199

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT DECEMBER 31, 1953⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	964	830	1,794	8,150	1,945	10,095
Clerical Workers.....	1,917	2,302	4,219	17,548	45,538	63,086
Sales Workers.....	906	477	1,383	7,312	14,226	21,538
Personal and Domestic Service Workers..	250	3,927	4,177	40,457	26,763	67,220
Seamen.....	8	—	8	6,028	15	6,043
Agriculture, Fishing, Forestry (Ex. log.)	181	14	195	6,304	941	7,245
Skilled and Semiskilled workers.....	2,976	760	3,736	268,327	33,824	302,151
Food and kindred products (incl. tobacco).....	38	5	43	2,331	907	3,238
Textiles, clothing, etc.....	84	566	650	5,707	21,917	27,624
Lumber and lumber products.....	935	2	937	29,940	223	30,163
Pulp, paper (incl. printing).....	38	5	43	1,657	648	2,305
Leather and leather products.....	14	68	82	2,014	1,761	3,775
Stone, clay and glass products.....	4	—	4	987	66	1,053
Metalworking.....	240	8	248	28,661	1,368	30,029
Electrical.....	68	7	75	4,443	1,935	6,378
Transportation equipment.....	3	3	6	2,430	42	2,472
Mining.....	82	—	82	5,539	—	5,539
Construction.....	344	—	344	82,472	17	82,489
Transportation (except seamen).....	363	14	377	44,896	168	45,064
Communications and public utility.....	11	—	11	1,418	8	1,426
Trade and service.....	80	54	134	6,575	2,679	9,254
Other skilled and semiskilled.....	621	23	644	34,859	1,634	36,493
Foremen.....	23	4	27	5,959	436	6,395
Apprentices.....	28	1	29	8,439	15	8,454
Unskilled Workers.....	1,441	239	1,680	208,131	34,911	243,042
Food and tobacco.....	13	16	29	9,013	11,004	20,017
Lumber and lumber products.....	120	6	126	23,807	545	24,352
Metalworking.....	35	13	48	13,313	841	14,154
Construction.....	955	—	955	106,822	2	106,824
Other unskilled workers.....	318	204	522	55,176	22,519	77,695
Grand Total.....	8,643	8,549	17,192	562,257	158,163	720,420

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958	(1) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958
Newfoundland	206	164	94	22,899	12,329	24,280
Corner Brook.....	11	6	—	5,263	2,866	4,621
Grand Falls.....	5	5	3	2,399	1,509	2,563
St. John's.....	190	153	91	15,237	7,954	17,096
Prince Edward Island	80	123	75	4,966	2,098	5,021
Charlottetown.....	57	82	59	3,212	1,442	3,036
Summerside.....	23	41	16	1,754	656	1,985
Nova Scotia	549	1,124	752	31,856	18,352	29,303
Amherst.....	6	6	3	1,418	670	1,401
Bridgewater.....	7	26	6	2,298	973	2,207
Halifax.....	362	867	397	5,879	4,333	5,843
Inverness.....	—	—	8	1,192	394	1,078
Kentville.....	60	83	11	3,216	1,308	3,067
Liverpool.....	—	1	14	811	577	710
New Glasgow.....	34	56	33	4,530	2,620	4,096
Springhill.....	—	—	—	1,593	1,254	1,081
Sydney.....	18	15	220	5,776	3,516	4,527
Truro.....	9	18	6	2,188	1,266	2,367
Yarmouth.....	53	52	54	2,955	1,441	2,926
New Brunswick	387	570	406	33,591	18,145	38,576
Bathurst.....	3	4	5	5,799	2,249	6,420
Campbellton.....	15	47	24	2,276	1,186	2,755
Edmundston.....	7	7	11	2,325	1,196	2,890
Fredericton.....	95	87	73	2,145	1,380	2,474
Minto.....	3	17	2	663	529	853
Moncton.....	145	238	173	9,121	4,186	10,619
Newcastle.....	2	—	—	3,308	1,723	3,806
Saint John.....	90	116	105	3,253	2,814	3,352
St. Stephen.....	4	29	3	2,272	1,461	2,384
Sussex.....	23	21	8	782	456	858
Woodstock.....	—	4	2	1,647	965	2,165
Quebec	3,448	3,355	3,009	232,574	140,295	238,724
Alma.....	9	31	27	2,784	1,641	2,997
Asbestos.....	2	5	12	1,147	658	1,211
Beauharnois.....	20	21	21	1,799	967	1,800
Buckingham.....	14	21	31	1,314	845	1,185
Causapscal.....	36	207	55	2,433	1,267	3,031
Chandler.....	9	7	—	2,388	672	2,872
Chicoutimi.....	262	98	35	2,264	1,639	2,208
Dolbeau.....	30	7	27	1,315	746	2,051
Drummondville.....	17	19	32	3,185	1,668	3,429
Farnham.....	6	9	6	2,136	870	2,050
Forestville.....	21	14	13	2,260	1,009	1,828
Gaspé.....	3	3	—	1,873	580	2,415
Granby.....	11	21	22	3,198	1,669	3,486
Hull.....	17	15	24	4,534	2,693	4,169
Joliette.....	43	44	60	5,517	2,794	5,726
Jonquiere.....	34	15	24	2,774	1,946	2,451
Lachute.....	19	17	9	1,335	571	1,492
La Malbaie.....	8	9	4	2,385	903	2,408
La Tuque.....	319	70	13	1,313	938	1,213
Levis.....	74	88	63	5,300	2,909	5,657
Louiseville.....	5	20	12	1,816	876	2,294
Magog.....	3	5	1	929	541	1,027
Maniwaki.....	31	3	23	1,018	543	1,184
Matane.....	10	4	7	3,500	1,488	3,583
Mégantic.....	—	5	3	1,320	642	1,648
Mont-Laurier.....	2	3	55	981	592	1,017
Montmagny.....	14	12	12	2,354	950	3,368
Montreal.....	1,321	1,388	1,394	77,597	55,118	74,695
New Richmond.....	1	5	15	2,604	791	2,571
Port Alfred.....	36	10	1	1,138	401	1,551
Quebec.....	299	294	288	17,269	10,302	17,638
Rimouski.....	60	76	48	4,782	2,372	5,662
Rivière du Loup.....	36	10	25	5,219	2,403	6,498
Roberval.....	32	75	3	1,286	855	1,562
Rouyn.....	24	69	67	2,876	1,953	3,995
Ste. Agathe.....	13	52	36	1,345	824	1,313
Ste. Anne de Bellevue.....	25	22	33	1,473	805	1,473
Ste. Thérèse.....	20	33	21	3,261	1,532	3,084
St. Hyacinthe.....	33	24	23	3,222	1,539	4,443
St. Jean.....	19	37	34	2,508	1,777	2,585
St. Jérôme.....	24	26	22	2,520	1,971	3,376
Sept-Îles.....	108	65	55	1,887	1,264	1,582
Shawinigan.....	7	26	6	6,198	3,860	5,478
Sherbrooke.....	91	135	62	6,540	4,158	6,222
Sorel.....	62	19	61	5,350	3,698	3,313
Thetford Mines.....	16	19	41	2,619	1,406	2,159
Trois-Rivières.....	120	133	115	7,877	3,930	6,692
Val d'Or.....	18	3	15	1,870	1,641	2,816

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(²)			Registrations		
	(¹) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958	(¹) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958
Quebec—Cont'd.						
Valleyfield.....	33	23	17	3,348	2,017	3,503
Victoriaville.....	17	21	26	3,326	1,573	4,645
Ville St. Georges.....	14	17	10	3,287	1,488	4,068
Ontario	7,165	8,046	6,163	233,199	150,617	229,747
Arnprior.....	18	26	5	738	259	873
Barrie.....	46	32	21	1,446	1,070	1,345
Belleville.....	34	12	2	2,188	1,542	2,300
Bracebridge.....	71	88	113	1,547	920	1,472
Brampton.....	12	27	11	1,477	816	1,301
Brantford.....	118	52	48	3,099	2,060	3,892
Brockville.....	22	25	29	849	577	630
Carleton Place.....	3	2	3	545	328	553
Chatham.....	42	40	24	3,182	2,014	3,655
Cobourg.....	6	6	1	1,131	618	1,371
Collingwood.....	9	19	3	1,286	673	1,225
Cornwall.....	62	54	100	4,472	2,867	3,739
Fort Erie.....	5	5	15	897	710	793
Fort Frances.....	18	51	10	696	483	731
Fort William.....	52	142	93	3,342	2,382	2,974
Galt.....	50	71	30	2,161	1,240	2,141
Gananoque.....	2	1	2	505	280	555
Goderich.....	16	18	8	940	340	1,115
Guelph.....	40	35	38	1,900	1,201	2,611
Hamilton.....	537	508	339	16,961	13,595	17,958
Hawkesbury.....	9	11	20	1,379	702	1,330
Ingersoll.....	34	21	11	999	641	981
Kapuskasing.....	30	39	1	791	870	949
Kenora.....	13	9	9	919	745	1,060
Kingston.....	84	84	92	2,539	1,760	2,113
Kirkland Lake.....	66	20	37	1,687	1,293	1,548
Kitchener.....	101	99	42	4,349	1,895	5,649
Leamington.....	21	23	16	1,644	867	1,934
Lindsay.....	4	1	7	939	533	816
Listowel.....	14	15	13	535	296	629
London.....	311	872	305	6,540	4,181	6,957
Long Branch.....	90	87	50	4,383	3,027	4,950
Midland.....	10	15	6	1,655	801	1,534
Napanee.....	5	4	5	936	502	919
Newmarket.....	30	48	25	1,286	938	1,255
Niagara Falls.....	40	152	54	3,541	2,348	2,982
North Bay.....	7	36	6	3,099	1,653	2,785
Oakville.....	54	63	62	879	699	1,037
Orillia.....	20	22	13	1,449	877	1,331
Oshawa.....	72	77	25	4,003	3,023	4,029
Ottawa.....	1,829	1,670	1,602	7,196	5,134	6,059
Owen Sound.....	21	7	15	2,825	1,342	3,204
Parry Sound.....	—	1	1	773	499	480
Pembroke.....	43	45	66	2,356	1,645	2,394
Perth.....	14	21	15	889	435	944
Peterborough.....	25	37	206	3,726	2,719	3,516
Pictou.....	11	11	13	775	387	774
Port Arthur.....	117	209	103	5,403	3,927	5,094
Port Colborne.....	5	6	8	2,051	816	1,115
Prescott.....	18	12	22	1,515	742	1,517
Renfrew.....	2	2	5	1,023	588	922
St. Catharines.....	61	74	51	5,500	3,448	6,706
St. Thomas.....	46	59	35	1,600	845	1,398
Sarnia.....	49	78	61	3,104	2,235	2,775
Sault Ste. Marie.....	188	223	262	3,034	1,868	3,000
Simcoe.....	35	22	70	1,688	777	1,764
Sioux Lookout.....	10	9	9	270	238	304
Smiths Falls.....	15	14	3	698	469	621
Stratford.....	20	39	10	1,297	872	1,569
Sturgeon Falls.....	1	3	2	1,612	1,285	1,393
Sudbury.....	215	197	440	11,185	5,791	4,901
Timmins.....	55	28	40	2,299	1,979	2,562
Toronto.....	1,838	2,024	1,107	53,448	35,006	50,427
Trenton.....	36	44	28	1,377	779	1,286
Walkerton.....	32	29	33	1,017	363	899
Wallaceburg.....	2	1	6	910	591	1,030
Welland.....	34	32	8	3,214	1,962	3,120
Weston.....	124	119	142	3,447	2,166	2,769
Windsor.....	118	97	93	14,789	9,393	19,526
Woodstock.....	23	21	13	1,264	690	1,656
Manitoba	1,393	3,874	1,128	26,237	19,591	29,375
Brandon.....	136	274	120	2,632	1,519	2,866
Dauphin.....	8	12	6	1,978	1,205	1,941
Flin Flon.....	19	19	12	320	253	300
Portage la Prairie.....	20	45	34	1,339	844	1,478
The Pas.....	25	58	55	445	358	328
Winnipeg.....	1,185	3,466	901	19,523	15,412	22,462

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 31, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958	(1) Dec. 31, 1958	Previous Month Nov. 27, 1958	Previous Year Jan. 2, 1958
Saskatchewan	623	737	574	21,727	12,688	21,861
Estevan	31	52	35	499	384	537
Moose Jaw	94	201	89	1,812	1,106	1,642
North Battleford	21	35	26	1,923	1,078	1,966
Prince Albert	86	47	35	2,530	1,651	2,731
Regina	147	155	171	5,438	3,062	5,301
Saskatoon	122	138	116	4,607	2,797	4,634
Swift Current	42	38	20	1,134	552	1,089
Weyburn	24	19	43	582	331	606
Yorkton	56	52	39	3,202	1,727	3,355
Alberta	2,180	1,754	1,592	31,517	23,539	32,552
Blairmore	10	2	2	792	585	583
Calgary	863	547	524	8,790	7,439	8,783
Drumheller	22	18	4	421	273	521
Edmonton	958	841	778	15,055	10,904	16,191
Edson	64	17	31	638	474	672
Lethbridge	96	108	86	3,173	2,018	2,923
Medicine Hat	90	165	130	1,323	939	1,386
Red Deer	77	56	37	1,325	907	1,523
British Columbia	1,161	1,584	927	81,854	57,737	93,964
Chilliwack	53	35	29	2,893	1,770	2,632
Courtenay	1	4	4	1,874	1,017	2,382
Danbrook	19	58	11	1,164	709	2,122
Dawson Creek	10	11	11	1,506	1,029	1,359
Duncan	11	16	11	1,400	744	2,145
Kamloops	7	15	12	1,942	1,122	2,163
Kelowna	12	7	20	2,044	1,043	2,143
Kitimat	2	7	12	425	417	644
Mission City	11	28	5	1,600	990	1,929
Nanaimo	12	14	12	2,183	1,433	2,988
Nelson	11	6	15	1,451	871	1,729
New Westminster	85	267	107	11,565	7,934	11,995
Penticton	5	7	2	2,110	1,016	2,191
Port Alberni	19	24	12	1,020	1,022	2,087
Prince George	93	82	49	2,911	2,778	3,524
Prince Rupert	9	20	18	2,131	1,659	2,267
Princeton	0	4	—	568	267	692
Trail	16	20	18	1,266	792	1,298
Vancouver	630	655	418	33,361	24,919	38,574
Vernon	4	19	12	2,830	1,479	2,884
Victoria	135	266	137	4,981	4,225	5,662
Whitehorse	13	19	14	629	501	574
Canada	17,192	21,331	14,720	720,420	455,391	743,453
Males	8,643	11,579	7,450	562,257	329,050	596,104
Females	8,549	9,752	7,270	158,163	126,341	147,349

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: FORM U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957	877,704	586,780	290,924	59,412	215,335	309,077	185,967	107,918
1958	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, 1958 TO DECEMBER 31, 1958

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario					
	Placements		Va-can-cies Noti-fied	Trans-fers out	Placements		Va-can-cies Noti-fied	Trans-fers out	Placements		Va-can-cies Noti-fied	Trans-fers out	Placements		Va-can-cies Noti-fied	Trans-fers out	Placements		Va-can-cies Noti-fied	Trans-fers out	Placements		Va-can-cies Noti-fied	Trans-fers out		
	Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual			Reg-ular	Cas-ual
Agriculture.....																										
Forestry.....	6		736	538	69	114	3	334	2	185	96	84	2	2	1,637	284	1,106	376	2,338	1,324	639	215				
Fishing and Trapping..	6	2	85		79	82	6	1	363	2	2	224	2	2	3,745	2,273		290	832	635	11	40				
Mining																										
Oil Wells.....	57	1				222	243	1	15	41	32	3	3	356	264	21	9	499	329	329	16	47				
Metal Mining.....	57	3				213	212	1	7	38	28	3	3	219	168		5	407	255	7	45					
Fuels.....						213	212	1	7	38	28	3	3	219	168		5	407	255	7	45					
Non-Metal Mining.....						213	212	1	7	38	28	3	3	219	168		5	407	255	7	45					
Quarrying, Clay and Sand Pits.....						9	1		6					103	83	10	1	19	18	18						
Prospecting.....																										
Manufacturing.....	39	31	100	67	31	1,168	881	156	11	454	300	110	5	12,079	9,224	635	129	20,407	15,189	2,625	244					
Foods and Beverages...	13	11	71	43	28	91	36	36	3	83	53	17		1,255	1,042	89	4	1,982	1,565	271	7					
Tobacco and Tobacco Products.....	1																									
Rubber Products.....																										
Leather Products.....																										
Textile Products (except clothing).....																										
Clothing (textile and fur).....																										
Wood Products.....	5	3	17	12	2	46	32	3	2	24	22		1	2,772	2,284	25	5	1,440	1,230	35	9					
Paper Products.....																										
Printing, Publishing and Allied Industries.....	8	7	3	4		3	1			11	8			787	656	40	14	987	630	224	7					
Iron and Steel Products.....	1		2	2		182	107	65	2	65	55			700	565	52	2	826	505	172	3					
Transportation Equip-ment.....	6	4	4	4		27	19	4	1	7	6			602	410	62	5	1,504	765	621	13					
Non-Ferrous Metal Prod-ucts.....						182	107	65	2	136	100	33	1	1,017	767	105	12	3,657	2,682	323	80					
Electrical Apparatus and Supplies.....						630	573	11	5	10	10	1		791	495	59	12	3,105	2,546	266	50					
Non-Metallic Mineral Products.....	3	4				36	12	12		8	4	4		456	357	18	42	1,043	774	157	5					
Products of Petroleum and Coal.....						22	8	6		1				588	308	9	3	1,164	866	90	14					
Chemical Products.....	1	1	1	1		31	14	12		28	2	26		262	240	10	13	641	470	101	1					
Miscellaneous Manufac-turing Industries.....	1		1	1		2	1	1		3				47	16	1		59	30	2						
						4	3	1		32	2	28		424	301	23	3	991	619	170	17					
						6	2			32	29	1		488	367	49		1,109	853	105	14					

Construction	168	237	214	9	5	627	356	149	44	1,029	742	132	31	8,054	6,253	1,006	265	11,015	8,154	2,165	248
General Contractors.....	130	182	167	3	5	422	262	85	28	862	625	109	20	5,447	4,147	746	210	7,745	5,786	1,480	203
Special Trade Contractors.....	38	55	47	6	.....	205	94	64	16	167	117	23	11	2,607	2,106	290	55	3,270	2,368	685	45
Transportation, Storage and Communication	8	652	17	625	.....	298	98	136	30	255	131	96	14	5,793	971	4,448	13	3,586	1,683	1,570	47
Transportation.....	5	650	17	623	.....	259	73	134	30	226	116	89	14	5,294	792	4,400	1	2,944	1,242	1,455	13
Storage.....	3	.....	.....	.....	.....	2	.....	.....	.....	18	8	6	.....	68	33	29	.....	469	327	105	33
Communication.....	.....	2	.....	2	.....	37	23	2	.....	11	7	1	.....	431	146	19	.....	173	114	10	1
Public Utility Operation	3	.....	.....	.....	.....	27	13	7	.....	16	14	2	.....	149	106	21	.....	355	240	45	6
Trade	309	407	132	249	.....	1,220	745	272	3	932	594	208	2	6,771	4,610	1,112	21	12,932	8,218	2,686	119
Wholesale.....	162	175	37	127	.....	404	144	201	.....	289	127	109	.....	2,234	1,434	320	3	3,626	2,072	1,020	13
Retail.....	147	232	96	122	.....	816	601	71	3	663	467	99	2	4,537	3,176	982	18	9,306	6,146	1,666	106
Finance, Insurance and Real Estate	16	19	17	4	.....	129	55	10	2	87	38	6	.....	829	518	39	2	1,668	981	123	5
Service	779	522	286	182	.....	2,912	1,531	934	71	2,626	1,536	675	22	15,655	8,792	4,356	165	30,979	17,454	7,723	101
Community or Public Service.....	14	30	21	6	.....	152	84	37	2	115	54	48	.....	1,086	766	122	4	2,118	1,214	344	8
Government Service.....	642	163	154	7	.....	1,453	1,046	203	68	1,377	1,151	157	22	3,178	2,769	261	26	12,441	9,318	905	62
Recreation Service.....	1	.....	.....	.....	.....	25	12	6	.....	26	15	1	.....	322	136	101	.....	445	318	100	.....
Business Service.....	7	15	5	10	.....	80	35	35	.....	66	27	21	.....	1,020	550	114	7	1,588	806	268	16
Personal Service.....	115	309	103	157	.....	1,202	354	653	.....	1,042	289	444	.....	10,049	4,598	3,758	128	14,364	5,752	6,090	15
Totals	1,391	864	1,272	1,248	5	6,805	4,044	1,674	511	5,919	3,695	1,236	264	55,075	32,290	12,746	1,270	84,682	54,208	17,603	1,072
Males.....	1,039	608	1,035	1,035	5	4,708	2,833	1,208	504	3,820	2,497	808	263	36,240	21,446	9,142	1,142	54,060	34,055	12,968	958
Females.....	352	666	236	213	.....	2,097	1,211	466	7	2,099	1,198	428	1	18,865	11,583	3,604	128	30,622	20,153	4,635	114

1 Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, 1958 TO DECEMBER 31, 1958

(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada							
	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified	Placements		Va-can-cies Notified					
	Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out						
Agriculture	368	194	79	2	601	494	23	1	1,492	1,135	128	1	802	238	531	8,144	4,367	2,585	1,114	
Forestry	208	146	.....	.....	3	8	.....	.....	320	222	4	2	692	596	24	6,336	4,178	126	344
Fishing and Trapping	26	5	18	.....	.....	.....	.....	.....	1	.....	1	.....	9	5	2	56	19	23	.....
Mining, Quarrying and Oil Wells	294	102	.....	1	124	119	1	4	1,093	577	24	25	81	27	1	2,767	1,705	67	125
Metal Mining.....	278	87	.....	1	112	34	1	1	1,112	34	1	1	24	68	1	1,108	574	8	81
Fuels.....	.....	.....	.....	.....	64	56	1	.....	750	396	17	24	25	24	.....	1,100	720	24	32
Non-Metal Mining.....	6	5	.....	.....	.....	.....	.....	.....	2	2	.....	.....	16	15	.....	155	124	10	7
Quarrying, Clay and Sand Pits.....	7	7	.....	.....	4	4	.....	.....	11	11	.....	.....	4	2	.....	103	85	6	3
Prospecting.....	3	3	.....	.....	56	59	.....	.....	218	133	6	.....	2	.....	1	301	202	19	2
Manufacturing	2,946	1,756	785	.....	572	368	139	3	2,054	1,106	519	2	3,054	2,277	387	42,873	31,199	5,388	418
Foods and Beverages.....	627	358	169	.....	217	125	77	.....	554	179	244	1	413	266	94	5,306	3,678	1,026	17
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	5	5	.....	.....	.....	.....	.....	476	443	.....	.....
Rubber Products.....	4	3	.....	.....	3	3	.....	.....	8	6	.....	.....	19	10	2	404	300	25	3
Leather Products.....	94	29	7	.....	.....	.....	.....	.....	21	14	3	.....	31	19	9	1,309	950	100	15
Textile Products (except clothing).....	46	29	11	.....	.....	.....	.....	.....	61	45	2	.....	126	85	12	1,827	1,465	91	23
Clothing (textile and fur).....	483	345	56	.....	27	21	19	1	260	177	45	.....	1,534	1,292	123	4,979	4,064	133	15
Paper Products.....	318	167	114	.....	46	30	19	1	.....	.....	.....	.....	1,534	1,292	123	4,100	3,089	569	31
Printing, Publishing and Allied Industries.....	91	63	21	.....	31	29	2	.....	23	19	5	.....	120	67	19	1,805	1,257	271	5
Iron and Steel Products.....	163	92	49	.....	39	26	4	.....	70	39	17	.....	99	65	15	2,522	1,433	772	21
Transportation Equipment.....	524	251	228	.....	319	206	86	.....	319	206	86	.....	192	125	35	6,090	4,288	883	97
Non-Ferrous Metal Products.....	157	102	15	.....	60	40	5	.....	213	138	14	.....	226	167	23	5,202	4,079	394	70
Electrical Apparatus and Supplies.....	47	33	12	.....	.....	.....	.....	.....	37	20	9	.....	102	61	21	1,729	1,201	233	49
Non-Metallic Mineral Products.....	61	44	6	.....	2	1	.....	.....	36	29	3	.....	35	27	4	1,909	1,383	118	20
Products of Petroleum and Coal.....	106	48	57	.....	32	15	19	.....	217	159	27	.....	26	18	.....	1,405	979	270	14
Chemical Products.....	38	25	1	.....	32	14	2	.....	44	4	8	.....	21	10	4	246	105	17	3
Miscellaneous Manufacturing Industries.....	87	43	28	.....	9	5	3	.....	163	49	51	1	37	26	.....	1,749	1,049	305	21
In-dustries.....	100	75	11	.....	14	11	2	.....	23	12	3	.....	42	29	8	1,815	1,376	181	14
Construction	1,971	1,500	222	.....	1,503	1,236	230	34	2,880	2,131	429	5	1,636	1,055	429	29,120	21,721	4,803	756
General Contractors.....	1,450	1,112	114	96	988	852	123	1,916	1,488	231	2	1,164	790	299	6	20,306	15,289	3,208	604
Special Trade Contractors.....	521	388	108	.....	2	515	384	107	964	643	198	3	472	265	130	8,814	6,432	1,595	152
Transportation, Storage and Communication	950	534	248	.....	425	235	141	.....	891	431	258	.....	769	347	276	13,630	4,453	7,798	157
Transportation.....	731	440	158	.....	17	164	75	.....	621	325	131	.....	581	252	220	11,558	3,424	7,285	76
Storage.....	141	42	90	.....	247	49	54	.....	188	54	121	.....	94	40	46	1,080	555	451	63
Communication.....	78	52	.....	.....	78	22	12	.....	85	52	6	.....	94	55	10	992	474	62	18

	61	44	6	66	7	59	55	3	1	97	69	6	2	883	608	97	9
Public Utility Operation																	
Trade	3,434	1,497	1,390	1,121	619	3,386	1,804	1,089	1	3,143	2,071	520	10	34,549	20,908	8,199	160
Wholesale.....	1,718	579	918	215	302	1,448	614	695		2,675	1,550	264	2	11,610	5,792	4,192	18
Retail.....	1,716	918	472	906	317	1,938	1,190	394	1	2,168	1,521	266	8	22,939	15,116	4,007	142
Finance, Insurance and Real Estate	381	143	66	117	20	493	283	28		487	279	43	1	4,300	2,435	340	10
Service	8,145	3,830	2,897	2,339	1,106	9,839	5,130	2,204	22	12,827	9,614	1,805	15	88,358	51,134	21,915	403
Community or Public Service.....	4,498	284	62	303	87	1,042	323	99	18	6,17	4,402	112	1	5,975	3,299	1,919	30
Government Service.....	3,352	2,736	55	1,568	69	3,935	3,292	37	3	7,513	6,911	188	4	31,595	29,269	1,882	187
Recreation Service.....	162	51	80	62	21	87	37	29		110	64	26	2	1,295	2,671	379	2
Business Service.....	241	77	101	130	28	443	228	62		407	227	96		3,497	2,090	735	24
Personal Service.....	3,892	682	2,599	2,011	901	4,332	1,250	1,977	1	4,180	2,010	1,383	8	41,496	15,805	18,000	151
Totals	13,784	9,751	5,711	6,604	2,291	22,421	12,872	4,687	59	23,597	16,619	4,034	131	231,016	142,727	51,341	3,496
Males	12,628	6,680	3,906	6,146	1,584	13,618	8,252	3,024	37	12,779	9,015	2,693	108	147,160	90,426	36,471	3,197
Females	6,156	3,071	1,805	3,458	707	8,803	4,620	1,663	22	10,818	7,604	1,341	23	83,856	52,301	14,870	3,299

¹ Current and deferred vacancies reported during the period.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
DECEMBER, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	18,471	16,356	2,115	17,514	14,614	2,900	6,930
Prince Edward Island.....	4,337	3,863	474	4,327	4,034	293	1,071
Nova Scotia.....	23,465	18,640	4,825	20,346	17,258	3,088	7,097
New Brunswick.....	23,482	19,650	3,832	22,892	19,670	3,222	5,351
Quebec.....	152,161	114,097	38,064	129,771	112,347	17,424	46,331
Ontario.....	150,964	105,147	45,817	136,387	117,924	18,463	37,654
Manitoba.....	16,105	12,239	3,866	15,444	13,256	2,188	4,582
Saskatchewan.....	13,125	10,134	2,991	11,720	9,986	1,734	4,778
Alberta.....	19,572	14,041	5,531	19,812	16,948	2,864	6,914
British Columbia.....	53,473	39,404	14,069	53,029	43,128	9,901	12,019
Total, Canada, Dec. 1958....	475,155	353,571	121,584	431,242	369,165	62,077	132,727
Total, Canada, Nov. 1958....	246,568	164,223	82,345	202,057	152,930	49,127	88,814
Total, Canada, Dec. 1957....	499,213	363,908	135,305	409,820	356,338	53,482	167,923

* In addition, revised claims received numbered 37,809.

† In addition, 35,535 revised claims were disposed of. Of these, 3,324 were special requests not granted and 1,081 were appeals by claimants. There were 6,454 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of:	Total	Employed	Claimants
1958—December.....	3,993,100	3,573,900	419,200
November.....	3,901,000	3,577,500	323,500
October.....	3,907,000	3,624,400	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	January 1958	December 1958	January 1959					
(1) St. John's, Nfld.....	110.2	112.6	112.6	109.7	114.2	102.8	108.7	124.0
Halifax.....	120.7	124.3	124.8	117.7	132.3	117.5	127.3	133.7
Saint John.....	123.5	126.7	126.7	120.9	135.5	117.3	122.6	138.6
Montreal.....	123.8	126.9	126.5	127.0	143.0	105.8	118.1	133.3
Ottawa.....	123.9	126.5	126.4	120.8	146.8	111.8	120.5	133.3
Toronto.....	127.0	129.1	128.9	120.5	154.0	112.2	122.4	136.2
Winnipeg.....	121.9	124.0	123.6	121.7	131.1	114.6	118.0	130.5
Saskatoon—Regina.....	120.3	122.7	122.8	120.8	122.4	118.9	123.5	126.8
Edmonton—Calgary.....	119.9	122.5	122.5	119.4	125.3	115.3	121.5	129.6
Vancouver.....	124.3	127.8	128.1	124.1	137.9	113.4	132.2	133.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS 1958-59, BY MONTH (a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,689	6,078	84,330	0.68
August.....	25	54	15,530	18,495	255,360	0.25
September.....	26	56	32,400	48,444	491,280	0.49
October.....	19	48	3,552	41,537	857,390	0.85
November.....	28	49	6,233	26,898	281,525	0.28
December.....	5	31	3,273	18,129	243,105	0.24
Cumulative Totals.....	260		107,497		2,879,120	0.24
1959						
January.....	14(b)	38	8,699(b)	13,739	158,730	0.16

(a) 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. 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 for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1959 INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-days January Accumulated				
In Progress Prior to January 1959							
Logging— Anglo-Newfoundland Development Co., Grand Falls, Nfld.	International Woodworkers of America, AFL-CIO/CLC.	1,360	36,720	Dec. 31		Wages and hours.	
Food and Beverages— A. Keith and Sons & Oland and Sons, Halifax, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 361, AFL-CIO/CLC.	161	16,370	Aug. 21	Jan. 15	Wages and union shop.	A 37 cents and hour increase over a three year period; improved union security provisions.
Wood Products— Kootenay Forest Products, Nelson & Ainsworth, Celgar Ltd., Castlegar and Nakusp, B.C.	International Woodworkers of America, No. 1-406, AFL-CIO/CLC.	580(b)	12,180	Nov. 24		Wages.	
S. M. Simpson Co., Kelowna, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	205	4,305	Nov. 25		Wages.	
Boundary Sawmills, Forks Midway, Grand Sawmill, Grand Forks, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	205	4,305	Nov. 25		Wages.	
Iron and Steel Products— Sorel Industries— St. Joseph de Sorel, Que.	Le Syndicat National de l'Industrie Metallurgie de Sorel, Inc., C.C.C.L.	257(c)	5,395	Nov. 20		Wages, hours and fringe benefits	
Transportation Equipment— Griffin Steel Foundries, St. Hyacinthe, Que.	Syndicat des Metallurgistes de St. Hyacinthe, C.C.C.L.	133	2,790	Nov. 6		Disciplinary dismissal of one worker.	

<i>Electrical Apparatus and Supplies—</i> Square "D" Co. of Canada, Ltd. Toronto, Ont.	United Electrical Radio and Machine Workers of America, No. 512, AFL- CIO/CLC, and Inter- national Union of Operating Engineers, No. 796, AFL- CIO/CLC.	254	5,290	11,790	Nov. 25	Wages.	
CONSTRUCTION— Lockerie & Hole Western, Edmonton, Alta.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry of U.S. and Canada, No. 488, AFL- CIO/CLC.	108(d)	2,265	7,820	Oct. 20	Wages and fringe benefits.	
Association of Master Plumbers, Edmonton, Alta.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry of U.S. and Canada, No. 488, AFL- CIO/CLC.	291	6,110	18,040	Nov. 3	Wages.	Hourly rates \$2.60 to June 30-59, \$2.70 to March 31-60, pending negotia- tion of agreement.
TRANSPORTATION, STORAGE, COM- MUNICATION— <i>Communication—</i> Canadian Broadcasting Cor- poration, Montreal, Que.	Association des Réalisateurs, COCCL.	1,235	31,525	35,055	Dec. 29	Union recognition.	

Commencing in January 1959

LOGGING— Marathon Corporation of Canada, Hillsport and Stevens, Ont.	United Brotherhood of Car- penters and Joiners of America, No. 2693, AFL- CIO/CLC.	370	8,980	8,880	Jan. 5	Alleged delays in negotiations.	
MINING— <i>Coal—</i> Dominion Coal Co., New Waterford, N.S.	United Mine Workers of America, No. 4526.	884	885	885	Jan. 27	Presence of official in section.	Return of workers pending review of complaint.
MANUFACTURING— <i>Wood Products—</i> Canadian Collieries Resources (Fivelle Cedar Division), Port Moody, B.C.	International Woodworkers of America, No. 1-357, AFL- CIO/CLC.	430	860	860	Jan. 14	Disciplinary dismissal of charge hand.	Return of workers, fur- ther negotiations.
Passmore Lumber Co., Passmore, B.C.	International Woodworkers of America, No. 1-406, AFL- CIO/CLC.	159	1,830	1,830	Jan. 15	Wages.	

TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1959 INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began(a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost in Man-days January | Accumulated				
Lumby Timber, Lumby, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	111	555	555 | Jan. 26	.....	Wages.	.....
Printing and Publishing—Thirteen Printing Firms, Vancouver, B.C.	International Typographical Union, No. 225, AFL-CIO/CLC.	110	770	770 | Jan. 22	.....	Wages and other working conditions.	.....
Transportation Equipment—Ford Motor Co. of Canada, Oakville, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 707, AFL-CIO/CLC.	2,850	2,850	2,850 | Jan. 9	Jan. 12	Payment of increase in cost of hospital and medical care.	Company to pay full cost of plan.
Chrysler Corporation, Windsor, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 444, AFL-CIO/CLC.	3,540	24,780	24,780 | Jan. 20	Jan. 29	Terms of a new agreement.	Wage increase of 18 cents an hour over a three year period, improved fringe benefits.

Commencing in January 1959—Concluded

(a) In this table the date began is that on which time lost first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent. (b) 64 indirectly affected; (c) 155 indirectly affected; (d) 67 indirectly affected.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment

Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 223.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classifications of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapsal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Isles; Sherbrooke includes Sherbrooke and Magog; Trois Rivières includes Trois Rivières and Louiseville; Toronto includes Oakville, New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

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CURRENT MANPOWER AND LABOUR RELATIONS REVIEW

ECONOMICS AND RESEARCH BRANCH

APRIL 15, 1959

Current Manpower Situation

The seasonal employment upswing this year was strong and unusually early. The main contributing factors were a high level of winter construction and strong demands for lumber, motor vehicles and other consumer durables, and an early Easter. The seasonally adjusted estimate of employment started to rise sharply last December and by February it was 2.8 per cent higher than February 1958 (the recession trough) and 1 per cent higher than September 1957 (the pre-recession peak).

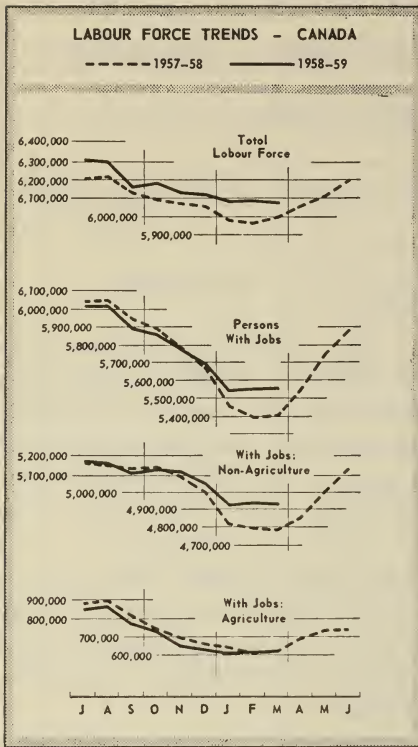
There was little over-all change in employment between February and March. The number of persons with jobs, at 5,552,000, increased by a little less than usual in total, and by a little more than usual in non-farm industries. The increase over the year was still more than 150,000, however, and more of the persons with jobs were working full time.

During the month there was a significant drop in unemployment, which usually shows a small increase between February and March. The estimated number without jobs and seeking work, at 525,000, was down 12,000 from February and 72,000 from March 1958. The estimated number on temporary layoff was 29,000, down from 39,000 last March. Some 46,000 were on short time against 67,000 last year.

Employment in the first quarter was stimulated to an important degree by a continuation of the fourth-quarter inventory accumulation and rising consumer expenditure for durables. Production of motor vehicles, which often falls off in the spring, has continued at near capacity levels through the first half of April. Among other consumer durables, production increases in the first two months of this year over the same period last year amounted to 55 per cent for refrigerators, 15 per cent for washing machines and 29 per cent for dryers. Sales of radios were up 22 per cent but television sales were down 3 per cent.

Construction was another important sustaining influence on employment this year. Although the volume of construction fell during 1958, the seasonal decline in employment during the late winter was much milder than usual. This was partly because of the heavy carryover of unfinished housing and partly because of government-sponsored winter works programs. Construction employment, which last fall was well down from a year earlier, showed a moderate gain in the first quarter of 1959.

Forestry employment also made some over-all gains during the winter.



Labour requirements were particularly strong in British Columbia, where, except for relatively brief winter shutdowns, logging camps have been working at capacity. In eastern Canada, pulp-cutting operations were somewhat stronger than last year in the early part of the season but fell off sharply towards spring.

The employment gains this year have been largely concentrated in Ontario and the western provinces. British Columbia, particularly, has experienced a sharp rise in labour demand, based primarily on the very active lumber industry. The rising trend in Ontario was checked during March, partly as a result of the cancellation of the CF-105 program. In Quebec and the Atlantic region, the seasonally adjusted employment estimates have shown no significant change since last fall.

The effect on unemployment of the recent strengthening has been apparent in almost all local labour market areas.

In 103 of the 110 local areas regularly surveyed, unemployment is currently lower to some degree than it was last year. In seven areas the situation is somewhat worse; three of these are in the Atlantic region—Sydney, Bridgewater and Yarmouth. Only in Sydney is the situation significantly worse than last year and this is principally due to reduced coal mining in the area. Another area in which unemployment is considerably higher than a year ago is Sorel, Que., and this is due in part to reduced defence orders in the area. The three remaining areas are in Ontario—Sarnia, Brampton and North Bay, and only in Brampton (due to the cancellation of the "Arrow" program) is the situation significantly worse than last year. All areas in the Prairie and Pacific regions are better off than they were a year earlier.

Construction

The construction industry has shown considerable strength since the turn of the year. In March, total construction employment was estimated to be some 10,000 higher than a year before; this was the largest year-to-year advance since the autumn of 1957. The sustained high level of residential construction has been a strong source of labour demand during recent months and has helped to offset the slower pace of activity in other types of building construction. Private non-residential construction has continued on a much-reduced scale. Public construction has provided probably the strongest support to construction employment and the municipal winter works activities have been particularly noteworthy.

It is anticipated that construction will be very active again this year. The investment survey conducted by the Department of Trade and Commerce in the fall of 1958 indicated virtually no change in the total value of construction this year. The report points out, however, that these intentions were framed at a time when business conditions were in the initial stages of recovery. If the recovery accelerates in tempo, it is not unlikely that additional expansion projects may be forthcoming as the year progresses, especially in the commodity-producing industries. In the past, in periods of improving business conditions, intentions have usually underestimated actual accomplishment. In recent months, the value of contract awards, a fair indicator of the future level of construction activity, showed consistent year-to-year advances until March. The decline in March was largely confined to the industrial sector; increases were registered in business and residential categories.

Apart from the volume of construction expected, this year's construction program is somewhat different from that of previous years. Increasing emphasis will be centred this year on new commercial structures, such as shopping centres and office buildings, and institutional buildings, particularly hospitals and universities. Added strength may be anticipated, too, in road and street construction, sewers, water works and other types of public construction. The fuel and power industries will account for a much smaller share of the over-all program this year owing to the fact that large-scale undertakings such as the St. Lawrence Seaway and Trans Canada Gas Pipeline were virtually completed last year. In the commodity-producing industries the level of construction activity is not likely to be appreciably different from last year, barring a change from stated intentions, as the volume of new work scheduled to be undertaken this year should compensate for the termination of several large-scale expansion projects that were started in the boom period of 1955-56. Outlays for housing, which were a major expansive influence in 1958, are only slightly less impressive in this year's planned program. The relative importance of housing will once again be much greater than in 1957.

These changes in the makeup of the construction program will be accompanied by changes in the geographic distribution of investment. The shift in emphasis from pipeline and power construction to expansion of institutional, trade, and financial facilities suggests that urban development will play a more prominent role in this year's building program. It can be expected, therefore, that both the type of occupational requirements and the demand for labour in particular areas will be altered this year.

The regional distribution of this year's planned construction investment differs slightly from the investment of last year. Ontario shows the most significant change, accounting for 35.6 per cent of total anticipated national investment this year, compared with 37.2 per cent in 1958. More than proportionate increases in investment are planned for the Atlantic and Prairie regions, while Quebec and British Columbia are expected to share in the program in much the same way as last year. Outlays for utilities will be substantially lower than last year in all five regions owing to reduced expenditures for pipeline and electric power construction.

Some indication of the impact of current and past construction programs is indicated in the table overleaf, which shows the relationship between construction expenditures and the labour force in each region. It will be noted that when expenditures are viewed in relation to the labour force they follow

an ascending order, from the Atlantic to the Pacific region. This ascending order is apparent for all three years shown in the table, although it is considerably less pronounced in 1959 than it was in 1957 owing to increased expenditures per worker in the Atlantic region and decreases in the Pacific region. The gap in expenditures between the two coastal regions is still quite considerable, however, so that job opportunities for construction workers can be expected to remain scarcer in the Atlantic region than in other parts of the country.

Construction Expenditures⁽¹⁾

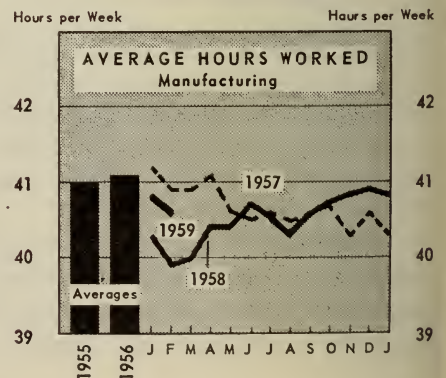
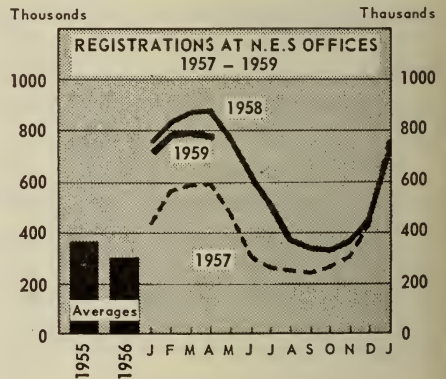
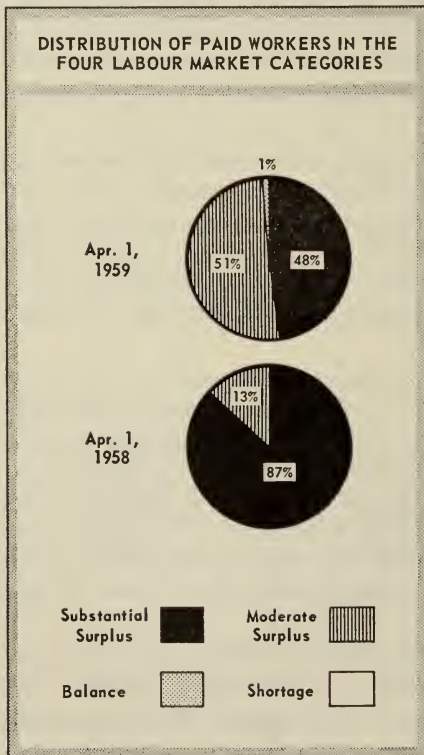
Year	Canada	Atlantic	Quebec	Ontario	Prairie	Pacific
Millions of dollars						
1957	7,022	415	1,662	2,508	1,387	1,050
1958	7,232	442	1,743	2,693	1,523	830
1959	7,202	498	1,751	2,564	1,558	831

Dollars per Worker ⁽²⁾ (Total Labour Force)						
1957	1,213	807	1,022	1,119	1,434	2,059
1958	1,210	840	1,031	1,213	1,522	1,537
1959	1,185	936	1,013	1,142	1,521	1,516

⁽¹⁾ Actual, 1957; preliminary actual, 1958; intentions, 1959 (unadjusted for price changes).

⁽²⁾ To make this regional comparison, the value of expenditure for each year was divided by first quarter averages of the labour force (the only figures available for 1959). The resulting estimates of dollars per worker are therefore somewhat higher than those calculated on the basis of annual averages of the labour force.

Source: Private and Public Investment in Canada, Department of Trade and Commerce; The Labour Force, Bureau of Statistics.



Current Labour Statistics

(Latest available statistics as of April 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Mar. 21	6,077,000	- 0.1	+ 1.3
Total persons with jobs.....	Mar. 21	5,552,000	+ 0.1	+ 2.8
At work 35 hours or more.....	Mar. 21	4,836,000	+ 0.8	+ 2.8
At work less than 35 hours.....	Mar. 21	255,000	-10.2	+ 17.0
With jobs but not at work.....	Mar. 21	183,000	- 7.6	+ 8.3
With jobs but on short time.....	Mar. 21	46,000	- 9.8	- 31.4
On temporary layoff for the full week.....	Mar. 21	29,000	-14.7	- 27.5
Persons without jobs and seeking work.....	Mar. 21	525,000	- 2.2	- 12.1
Persons with jobs in agriculture.....	Mar. 21	619,000	+ 1.8	- 0.8
Persons with jobs in non-agriculture.....	Mar. 21	4,933,000	- 0.1	+ 3.3
Total paid workers.....	Mar. 21	4,474,000	- 0.5	+ 3.1
<i>Registered for work, NES (b)</i>				
Atlantic.....	Mar. 19	116,900	+ 2.1	- 4.8
Quebec.....	Mar. 19	267,700	+ 2.0	- 4.9
Ontario.....	Mar. 19	230,700	+ 2.8	- 7.6
Prairie.....	Mar. 19	105,900	- 2.5	- 10.9
Pacific.....	Mar. 19	74,300	- 8.6	- 21.0
Total, all regions.....	Mar. 19	795,500	+ 0.5	- 8.2
Claimants for Unemployment Insurance benefit.....	Feb. 27	795,999	+ 1.4	- 8.4
Amount of benefit payments.....	February	\$58,076,106	- 1.0	- 8.3
Industrial employment (1949 = 100).....	Feb. 1	113.7	- 1.8	0.0
Manufacturing employment (1949 = 100).....	Feb. 1	107.5	+ 0.7	- 0.4
Immigration.....	Year 1958	124,851	-	- 55.8 (c)
Destined to the labour force.....	Year 1958	63,078	-	- 58.4 (c)
<i>Conciliation Services</i>				
Number of cases in progress.....	January	709	- 8.3	+ 7.8
Number of workers involved.....	January	130,919	-22.6	- 38.2
<i>Strikes and Lockouts</i>				
No. of strikes and lockouts.....	March	31	+ 6.9	- 20.5
No. of workers involved.....	March	20,973	+196.7	+ 38.0
No. of days lost.....	March	95,430	- 22.5	- 27.9
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Feb. 1	\$72.29	+ 4.9	+ 4.4
Average hourly earnings (mfg.).....	Feb. 1	\$1.70	- 0.6	+ 3.7
Average hours worked per week (mfg.).....	Feb. 1	40.6	- 0.5	+ 1.8
Average weekly earnings (mfg.).....	Feb. 1	\$60.28	- 0.7	+ 5.7
Consumer price index (av. 1949 = 100).....	March	125.5	- 0.2	+ 1.0
Real weekly earnings (mfg. av. 1949 = 100).....	Feb. 1	132.1	- 0.4	+ 3.9
Total labour income..... \$000,000	January	1,350	- 0.7	+ 6.5
<i>Industrial Production</i>				
Total (average 1949 = 100).....	February	159.5	+ 5.8	+ 7.0
Manufacturing.....	February	140.9	+ 5.9	+ 6.3
Durables.....	February	141.1	+ 5.2	+ 5.4
Non-Durables.....	February	140.7	+ 6.5	+ 7.1

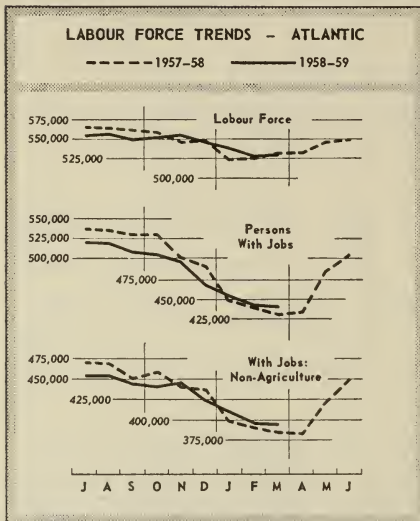
(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 339, March issue.

(b) See page 339, March issue.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Manpower Situation in Local Areas

ATLANTIC



The employment situation in the Atlantic region showed little over-all change during March as seasonal expansion in fishing and the trade and service industries was offset by reductions in other sectors of the economy. The total of persons with jobs in the region was estimated at 441,000, virtually the same as in the previous month but 10,000 higher than a year before. Coal mining in Nova Scotia remained at a very low level owing to production cutbacks at the Cape Breton mines. Activities associated with road transportation showed the usual employment contractions during the month as traffic restrictions were imposed on rural roads during the spring break-up; trucking and

sawmilling shared in the decline. Increased hirings at the Sydney steel plant were offset by temporary layoffs in the manufacture of railway rolling stock in Trenton, N.S., so that total manufacturing employment remained relatively stable during March. The construction industry showed continuing strength, largely because of a high rate of housebuilding.

The higher level of employment this winter can be attributed largely to an increase in job opportunities for construction workers in all four provinces in the region. Moderate year-to-year advances were recorded in the trade and service industries. Manufacturing employment remained well below last year owing to continuing weaknesses in transportation equipment, pulp and paper and the iron and steel products industries. The food and beverage industries fared somewhat better than other parts of manufacturing; year-to-year gains ranging from about 1 per cent in Newfoundland to 4 per cent in New Brunswick were registered in February.

As indicated earlier, the construction industry was a major source of employment strength during the past winter. While housing made the most spectacular recovery, a revival occurred also in non-residential construction. The outlook for the construction industry is considerably brighter this spring than it was in 1958, owing to an anticipated increase in expenditures by institutions and governments. Plans formulated at the beginning of the year called for an increase of 13 per cent in total construction expenditures during 1959.

At the beginning of April the area classification was as follows (last year's figures in brackets): in substantial surplus, 19 (20); in moderate surplus, 2 (1).

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL 1, 1959.

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SURPLUS
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton Hamilton Québec-Lévis St. John's Vancouver- New Westminster Windsor Winnipeg	Calgary Halifax → MONTREAL Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham-Granby Ft. William- Pt. Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières	Brantford Guelph Kingston London Oshawa Saint John → SUDBURY Victoria	→ KITCHENER	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Barrie Charlottetown North Battleford Prince Albert Rivière du Loup Thetford-Megantic- St. Georges Yorkton	Brandon Chatham → LETHBRIDGE Moose Jaw Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Bellville-Trenton Bracebridge Brampton Bridgewater Campbellton Chilliwack Dauphin Dawson Creek DRUMHELLER ← Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jérôme St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Weyburn Woodstock Yarmouth	Central Van- couver Island Cranbrook Galt Goderich Kamloops Lachute- Ste. Thérèse Listowel Medicine Hat Prince George St. Hyacinthe St. Jean St. Thomas Stratford Swift Current Walkerton Woodstock- Ingersoll	Kitimat	

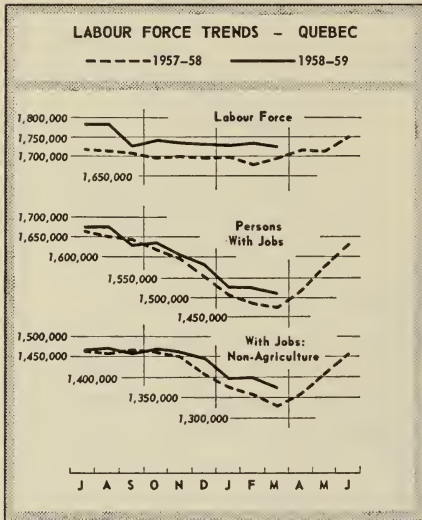
→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicated the group from which they moved. For an explanation of the classification system used, see page 339 of the March issue.

Local Area Developments

St. John's (metropolitan) remained in Group 1. Logging operations were resumed during the month following settlement of the labour dispute. Construction employment remained at a considerably higher level than last year and was the principal reason for a year-to-year increase in total employment.

Halifax (metropolitan) remained in Group 2. New contracts for radio and electronic equipment at the Cossar Canada Plant were expected to boost factory employment by some 50 workers. The Halifax shipyards were busier during the month, resulting in the recall of a number of tradesmen released in December.

QUEBEC



Employment in Quebec declined moderately during the month. The number of persons with jobs was estimated in the March labour force survey to be 1,510,000, some 16,000 fewer than in the previous month but 36,000 more than a year before. An increase in agricultural employment, usual for this time of the year, was more than offset by reduced employment in non-farm industries. Non-farm employment was, however, some 44,000 higher than a year before, whereas farm employment showed a decline of about 8,000.

Seasonal factors were principally responsible for the decline in non-farm employment; logging and lumbering, transportation, construction and services were the main contributors. In logging, employment declined close to 50 per cent during March but was at a substantially higher level than a year ago at this time.

Activity remained high for the time of year in the construction industry. In the residential sector, new units started in urban centres were some 11 per cent more during the first quarter of 1959 than in the same period last year. Other types of construction activity, such as work on highways and bridges, were also higher than a year ago. In the industrial and commercial sectors as well, prospects have brightened in recent months. On one of the largest projects, the Quebec-Cartier iron-ore development, many contracts have been awarded and work will be started as soon as weather permits.

Some strengthening was seen in metal production. Renewed activity in the Chibougamau area included plans to erect a new mill and the reopening of another that had been idle for two years. After a five-months shut-down, operations were resumed at a titanium plant at Sorel, resulting in the rehiring of several hundred office and production workers. In non-metal mining, however, there were some layoffs as asbestos mines were forced to curtail employment by about 250 workers.

Continuing higher output in textile, clothing and shoe plants, along with seasonal improvement in food and beverage plants, added strength to manufacturing employment. There was a pick-up in the railway rolling stock industry due to new orders placed by the Canadian Pacific Railway.

Unemployment was lower than last year in most parts of the region, including both the Montreal and Quebec-Levis areas. At the end of March, the area classification was as follows (last year's figures in brackets): in substantial surplus, 20 (24); in moderate surplus, 4 (0).

Local Area Developments

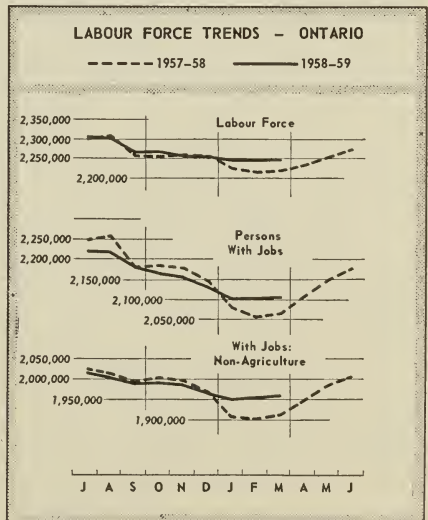
Montreal (metropolitan) reclassified from Group 1 to Group 2. Unemployment showed a further moderate decline during the month, and was, for the first time this season, lower than a year ago. Seasonal declines in construction activity and service industries were more than offset by increases in manufacturing employment. Primary and secondary textiles showed continuing improvement, and activities remained at a higher level in the shoe industry. There was a rise in demand for the products of the steel industry. A multimillion-dollar order for railway rolling stock will mean rising employment in the transportation equipment industry.

Quebec-Levis (metropolitan) remained in Group 1. Registrations at National Employment Service offices declined slightly during the month and were more than 7 per cent fewer than a year before. Output continues to be higher in shoe factories, with vacancies for some skilled trades. Activities are on the increase in Lauzon, where one of the shipyards has hired more than 600 workers since mid-January.

ONTARIO

Employment in Ontario increased slightly during the month and was considerably higher than last year. The number of persons with jobs at March 21 was estimated to be 2,107,000, an increase of some 6,000 from the previous month and of about 41,000 from the previous year. The year-to-year increase occurred entirely in the non-agricultural industries. Unemployment showed little change over the month and was noticeably lower than last year.

The month-to-month increase in employment was smaller than last year, due in part to the layoffs in the aircraft industry. In spite of this setback, manufacturing showed some improvement over the month. A notable feature was the continuing firmness of the primary steel industry. Steel production continued at a high level, and in some cases steel orders extended to the end of June. Production of farm implements continued to expand over the month, resulting in a considerable number of new hirings. This expansion was due to a very brisk domestic demand as well as to exports. There were signs of a pick-up in some capital goods industries, notably in the manufacture of road-building machinery and railway rolling stock. Production of fabricated and structural



steel remained at last month's level. Manufacture of home appliances and small electric apparatus was fairly active. The automobile industry continued to be one of the most active manufacturing industries, production in March being about 7 per cent higher than the previous month and some 18 per cent above the March 1958 level. Construction activity remained high, although indications are that housing starts, which had shown a decline in February, continued to decrease in March. Forestry employment declined seasonally, deep snow in the northern areas and half-load restrictions hampering log hauling operations. Employment in mining held up well, with little labour turnover.

Two of the 34 areas in the region were reclassified during the month, both to categories denoting less unemployment. At April 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 17 (23); in moderate surplus, 16 (11); in balance, 1 (0).

Local Area Developments

Metropolitan Areas with Classification unchanged: *Hamilton* (Group 1). Employment in March was higher and unemployment lower than a year ago. One large steel manufacturer is planning to work throughout the summer holidays and is taking on extra staff. The railway rolling stock plant is busy working holidays and is taking on extra staff. The railway stock plant is busy working on new orders and has recalled some 600 workers. The construction industry seems to be heading for a record year. *Ottawa-Hull* (Group 2). In Ottawa, there was decided improvement in employment conditions during the month, with practically all industries stepping up their hirings. In Hull, several hundred forestry workers were laid off during the month as a result of the completion of bush operations. Construction activity in the whole area increased greatly, resulting in many new hirings. Total employment in the area was somewhat higher than a year ago. *Toronto* (Group 2). Economic conditions varied between the industries; total employment was higher than last year. In manufacturing, the seasonal increase in activity appears to be occurring earlier than in previous years, particularly in the consumer goods industries. Conditions in the steel products industry varied: production of farm implements continued high but fabricated and structural steel plants were only moderately busy. Some improvement was reported in the production of machine tools, which had been adversely affected by the cancellation of the "Arrow" project. *Windsor* (Group 1). Unemployment declined during the month and was considerably lower than last year. The area's main strength was in the stability of the motor vehicle industry: all three automobile plants were operating without interruption throughout the month. The area reports a fair amount of activity in the construction industry, although residential building was down from last year.

Major Industrial Areas: *Kitchener* was reclassified from Group 2 to Group 3. The reclassification was due to a slight improvement in a number of industries. *Sudbury* was reclassified from Group 1 to Group 2. Increased labour demand, chiefly for maintenance workers and miners at Elliott Lake, brought the area into the moderate surplus category.

PRAIRIE

The seasonal expansion in Prairie employment that began in the previous month continued in March. The monthly increase of 8,000 in the estimate of total employed brought the figure to 983,000, higher by 40,000 than at the same time in 1958. The year-to-year gain was more than double the average increase from 1957 to 1958.

There was no significant change in agricultural employment in the month. Non-farm employment gained moderately in total but displayed some opposing trends. The seasonal change to milder weather, earlier and more pronounced than usual, was reflected in greater strength in construction employment, which in January was about 14 per cent higher than a year earlier. In manufacturing and trade there were also increases (though more moderate) from January, when the number of workers engaged was up about 3 and 5 per cent respectively from the same month the year before.

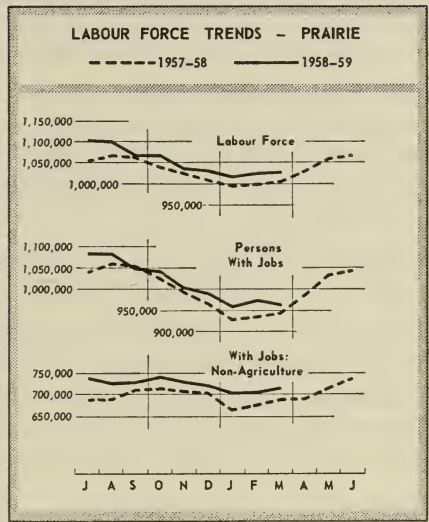
The increases in employment were partially offset by declines that also stemmed from seasonal factors. Winter pulp cutting was very nearly complete both in Alberta and in the district between Kenora and the Lakehead. Temporary restrictions put into effect to protect highways from heavy traffic reduced truck transportation. Several types of activity dependent on trucking, including oil drilling, were consequently somewhat curtailed.

Coal mining in most parts of Alberta dropped with the end of winter weather. However, initial orders from Japan for coal amounting to 40,000 tons were received by mines in the Crowsnest Pass district. Production and employment are expected to increase at the end of May on completion of coal docks in Vancouver. Preparation of coal seams and renovation of cleaning plants provided a steadying influence on employment in this locality in March.

Two of the 20 areas in the region were reclassified during the month to a different category, one change denoting an increase and the other a decrease in unemployment. At April 1, the over-all classification, which remained unchanged from the month before, was as follows (last year's totals in brackets): in substantial surplus 11 (16); in moderate surplus 9 (4).

Local Area Developments

Calgary (metropolitan) remained in Group 2 and **Edmonton** and **Winnipeg** (metropolitan) remained in Group 1. Registrations for employment at the local offices of the National Employment Service declined by roughly 5 per cent in each of these centres in the month. A rising employment trend was caused by the gradual upswing in construction activity and general gains in



other industries. The highway restrictions, however, were a temporary depressing influence on enterprises dependent on truck transportation. The partial suspension, also temporary, of pulpwood operations caused small movements of unskilled workers back to these cities to search for work.

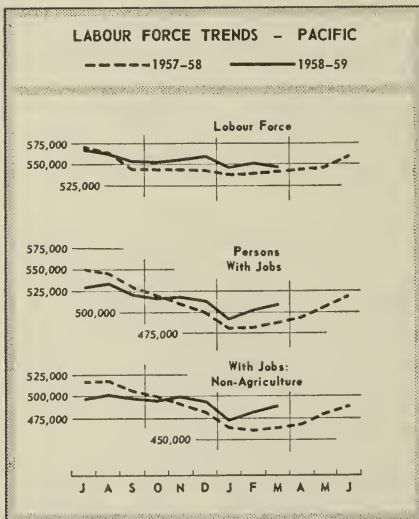
Fort William-Port Arthur (major industrial) remained in Group 1. The receipt of new contracts prompted a recall of a number of workers to the bus and aircraft plant. This recall, however, failed to fully balance layoffs in the woods and a release of shipyard workers that accompanied the completion of an icebreaker.

Saskatoon and Regina (major agricultural) remained in Group 2. Warm, dry weather in Saskatchewan enabled construction work to expand earlier than usual. There was also some movement of men to out-of-town locations such as the newly opened potash mine and the South Saskatchewan dam site.

Lethbridge (major agricultural) was reclassified from Group 1 to Group 2. Very warm spring weather gave an early start to housebuilding and to preparations on farms for the start of sugar beet seeding.

Drumheller (minor agricultural) was reclassified from Group 2 to Group 1. Layoffs in coal mining and oil drilling caused a substantial increase in unemployment in the area.

PACIFIC



The seasonal upswing in the Pacific region was stronger and much earlier than last year. In March the number with jobs stood at 511,000, more than 4 per cent higher than it has ever been at this time of year. Unemployment dropped during the month and was considerably below last year's level, though high in relation to other years.

The forest products industries have been largely responsible for the continuous strengthening since last fall. Road conditions brought about a temporary halt to logging and sawmill operations at many inland points during March. In Vancouver Island and mainland coastal areas, however, logging was in full swing. Logging truck drivers and qualified

mechanics were in short supply and shortages of other logging skills were anticipated. Plywood plants have also been operating at capacity partly to meet current demands and partly to build up inventories in the event of labour disputes this summer. Production in pulp and paper mills increased during the month, though the industry was still operating below capacity.

Higher copper prices and continuing demand for iron ore have stimulated mining activity. The Britannia copper mine, which was reopened last fall, now employs upwards of 350 workers. Several other base metal mining properties that had been closed for more than a year were being put back into production. Work on at least three new iron ore developments was also

underway, giving employment to several hundred workers. Employment at both Trail and Kitimat has increased moderately in the past few months, although smelters in both centres were still operating below capacity.

The regional estimate of expenditures on new construction in 1959 is about the same in total as the actual value put in place last year. Less work is being planned on additional capacity in primary industries, manufacturing and utilities, but further gains are foreseen in housing and government and institutional construction. Construction employment during January was down 18 per cent from a year earlier, all of the decline occurring outside Vancouver. Building permits issued in the first two months of 1959 amounted to \$40 million, a 16-per-cent gain over the same period last year; Vancouver accounted for all of the increase.

Unemployment continued to decline during March, the drop being sharpest in coastal logging areas. An improvement over last year's position was apparent to some extent in all local areas. The labour market classification at the end of March was as follows (last year's figures in brackets): in substantial surplus 5 (9); in moderate surplus 5 (2); in balance 1 (0).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 1. Employment rose during the first quarter, recovering part of the losses sustained during 1958. Hiring was most active in lumber and plywood production, construction, trade and services. There was also some improvement in ship-building and iron and steel products, although activity in these industries was still well below the level of the past two years. Unemployment fell considerably below last year's level, although it was still heavy compared with other years.

Victoria (major industrial) remained in Group 2. Employment increased moderately during the month and was about level with last year at this time. Hiring was most active in lumber production and construction. Activity in manufacturing employment, including machine shops, turned up for the first time in more than a year. Shipyard activity continued at a low level.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1, 1959	April 1, 1958	April 1, 1959	April 1, 1958	April 1, 1959	April 1, 1958	April 1, 1959	April 1, 1958
Metropolitan.....	7	10	5	2	—	—	—	—
Major Industrial.....	17	22	8	4	1	—	—	—
Major Agricultural.....	7	9	7	5	—	—	—	—
Minor.....	41	50	16	8	1	—	—	—
Total.....	72	91	36	19	2	—	—	—

Labour-Management Relations

Labour-management relations were generally quiet during March and early April. The only major work stoppage occurred at the Crown-owned Polymer Corporation in Sarnia, Ont. Relations between the Newfoundland loggers and the two large pulp and paper companies in that province are much quieter, and agreements have now been completed between the two companies and the recently organized Newfoundland Brotherhood of Woods Workers. The possibility of a strike on the Canadian National Railways arises with the acceptance by CNR management of a recent conciliation board report which recommends the gradual elimination of firemen from diesel locomotives. This dispute between the Brotherhood of Locomotive Firemen and Enginemen and the CNR is similar in nature to the one between the same union and the Canadian Pacific Railway a year ago, which was settled on May 13, 1958 (L.G., June 1958, p. 577).

Recent Developments

The federal Minister of Labour recently appointed a conciliation officer to attempt to bring about a settlement in the current strike involving **The Polymer Corporation** and the **Oil, Chemical and Atomic Workers International Union**. The work stoppage, involving more than 1,800 workers, began on March 18. According to press reports, a last-minute proposal was advanced by the company before the walkout began. The company offer included a wage increase approximating $2\frac{1}{4}$ per cent, compared with the union's demand for 10 per cent; the company offered three weeks vacation after ten years service, beginning in 1960, compared with the union's demands that it should begin in 1958; the company offered shift premium of 8 and 16 cents, compared with union demands for 12 and 24 cents.

A strike of **civil servants** occurred in March when 11,500 British Columbia government employees left their jobs for four hours. They returned to work after the Government obtained an anti-picketing injunction against the strikers. The employees, members of the B.C. Government Employees' Association, struck to back up demands for "the right to strike and place pickets like any other union organization". Following the initial injunction of March 13, the provincial Legislature passed a Constitution Act Amendment on March 20 banning picketing of all government property. The Employees' Association has decided not to appeal a court injunction prohibiting picketing of public buildings, but instead to seek legal opinions on legislation which prevents such picketing.

The **rubber industry** has been, and will likely continue to be, the scene of considerable collective bargaining for some time. Negotiations are expected shortly between the United Rubber Workers and the Dominion Rubber Company in Montreal, and the Goodrich Company in Kitchener. Negotiations are currently under way between Dominion Rubber in St. Jerome, Que., and the Federal Workers' Union; between the Dunlop Company, Whitby and Toronto, and the United Rubber Workers; British Rubber, Lachine, Que., and the Federal Rubber Workers' Union; and the Miner Rubber Company, Granby, Que., with the Federal Rubber Workers' Union. The latter two cases are currently in conciliation. In addition, a settlement was reached between Dominion Rubber Company, Montreal, and the Distillery Workers' Union on behalf of almost 500 employees in a two-year agreement providing for 5

cents an hour increase for day workers and other wage adjustments.

Various categories of **municipal employees** are affected by negotiations currently taking place with the cities of Quebec, Winnipeg, Vancouver, Hamilton and Toronto.

Bargaining continues to be quite active in the **electrical products industry**. Negotiations were under way between a variety of unions and five companies in Quebec and Ontario; two other agreements terminate in the near future. Settlements were reached between Canadian Westinghouse and the International Brotherhood of Electrical Workers, Three Rivers, Que., and the United Electrical Workers and Westinghouse in Hamilton, Ont. Both agreements are of two-year duration, the Three Rivers agreement providing for an increase of 5 cents an hour retroactive to October 1,

1958, a further 5 cents effective on November 15, 1959, and improved shift bonuses; the Hamilton agreement provided wage increases of 7 cents for the first year and 6 cents for the second, with some minor fringe benefit changes.

Four agreements were reached during March with **Northern Electric Company**. Three of the agreements, each lasting two years, and each subject to wage renegotiation at the end of this year, involve the Montreal operations of the company. One of them, affecting some 2,400 office employees, provides for a 4-per-cent wage increase up to a maximum salary; another, covering tradesmen employed in the plant and affecting approximately 5,500 workers, provides for a 9-cent-an-hour wage increase retroactive to February 27, 1959; and another covering tradesmen who install

Bargaining Status of Agreements Affecting 1,000 Workers or More, March 1959*

B = Bargaining. P/C = Post Conciliation. C = Conciliation. W/S = Work Stoppage.
A = Arbitration. EX = Negotiations Expected.

Company and Location	Union	Status in March
Alberta Government Telephones.....	Bro. Electrical Wkrs. (AFL-CIO/CLC)	EX
B. C. Telephone Co.....	B.C. Tel. Wkrs. (ind.).....	C
Canadian Broadcasting Corp.....	Radio, TV Employees (ind.).....	B
Canadian Broadcasting Corp.....	Technicians (AFL-CIO/CLC).....	C
Canadian Car and Foundry Co., Montreal.....	R R Carmen (AFL-CIO/CLC).....	C
Canadian Cottons Ltd. Cornwall and Hamilton....	Textile Wkrs. Union (AFL-CIO/CLC).....	B
Canadian National Railways.....	Loco. Engrs. (ind.).....	C
Canadian Pacific Railways.....	Trainmen (AFL-CIO/CLC).....	B
Canadian Vickers Ltd., Montreal.....	Vickers Employees (CCCL).....	C
Canadian Vickers Ltd., Montreal.....	Various unions.....	C
City of Calgary.....	Nat. Union of Public Employees (CLC)	B
City of Edmonton.....	Nat. Union of Public Employees (CLC)	EX
City of Winnipeg.....	Nat. Union of Public Ser. Employees (CLC).....	B
Communauté des Sœurs de la Charité de la Providence, Montreal.....	Employees Assoc.....	EX
Dominion Bridge Co., Lachine.....	Steelworkers (AFL-CIO/CLC).....	B
Dominion Coal Co., Nova Scotia.....	Mine Wkrs. (AFL-CIO/CLC).....	B
Dominion Engineering Works Ltd., Lachine, Que....	Machinists (AFL-CIO/CLC).....	B
Dominion Rubber Co. Ltd., St. Jerome, Que.....	Fed. Rubber Workers (CLC).....	B
Dominion Textile Co., Montreal.....	Textile Wkrs. Union (AFL-CIO/CLC) & Textile Wkrs. (CCCL).....	C
Dominion Wabana Ore Ltd., Bell Island, Nfld.....	Steelworkers (AFL-CIO/CLC).....	EX
Falconbridge Nickel Mines Ltd., Falconbridge, Ont.	Mine Mill (ind.).....	C
Garment Mfrs. Assoc. of Western Canada, Winnipeg.....	Clothing Wkrs. (AFL-CIO/CLC).....	C
Hamilton General Hospital.....	Nat. Union of Public Employees (CLC)	B
H. J. Heinz of Canada Ltd., Leamington, Ont.....	Packinghouse Wkrs. (AFL-CIO/CLC)	B
John Inglis Co. Ltd.....	Steelworkers (AFL-CIO/CLC).....	C
L'Assoc. Patronale du Commerce, Quebec, Que....	Various Unions.....	B
Manitoba Telephone Co.....	Man. Tel. Wkrs. (ind.).....	EX
Metro. Board of Commissioners of Police, Toronto, Ont.....	Police Assoc.....	A
Montreal Cottons Ltd.....	United Textile Wkrs. (AFL-CIO/CLC)	B
Noranda Mines Ltd., Noranda, Que.....	Steelworkers (AFL-CIO/CLC).....	C
Okanagan Federated Shippers Assoc., Kelowna, B.C.....	Fed. of Fruit & Veg. Wkrs. (CLC)....	EX
Old Sydney Collieries.....	Mine Workers (ind.).....	B
Polymer Corp. Ltd.....	Oil, Chemical Wkrs. (AFL-CIO/CLC)	W/S
Price Bros. Ltd., Kenogami, Que.....	Cath. Union of Farmers (ind.).....	B
Shawinigan Chemicals Ltd., Shawinigan Falls, Que.	Chemical Wkrs. (CCCL).....	P/C
Toronto General Hospital.....	Bldg. Ser. Employees (AFL-CIO/CLC)	C
Trans Canada Airlines, Montreal.....	Machinists (AFL-CIO/CLC).....	B
Vancouver Automobile Dealers.....	Machinists (AFL-CIO/CLC).....	C
Various Dairies, Toronto.....	Teamsters (CLC).....	C
Various Fish Canning Co's., Vancouver, B.C.....	United Fishermen (ind.).....	B

* Excludes Building Trades.

telephones and affecting approximately 500 workers, provides for a 7-cent hourly wage increase retroactive to February 27. Another two-year agreement was reached between an employees' association and the Belleville plant of Northern Electric; it provides for a 7-cent general wage increase for plant employees plus 2 cents additional for skilled trades and 3½ per cent across the board for office employees. One strike is currently under way in this industry, at the London plant of Canadian Westinghouse involving the United Electrical Workers. This work stoppage began on March 5, and involves approximately 160 workers.

The situation in the **Newfoundland pulp and paper industry** is much quieter now. Although the International Woodworkers of America, the recently decertified bargaining agent for the loggers employed by Anglo-Newfoundland Development Company and the union which conducted the strike of the loggers, has not suggested that the strike is over, logging operations are under way both at the Anglo-Newfoundland Development Company and at Bowater's, the other large pulp and paper company in the province, where a work stoppage also occurred. During March, an agreement was reached between the newly formed Newfoundland Brotherhood of Woods Workers and the A.N.D. Company providing, in a one-year contract, a wage increase of 5 cents an hour to hourly rated employees and 9 cents a cord on piece-work cutting rates. A similar agreement affecting the loggers working for the Bowater Corporation was reached with the same union. At the same time, Bowater's has signed a two-year agreement with the Paper Makers, the Pulp and Sulphite Workers, the Machinists and the Brotherhood of Electrical Workers, covering some 3,400 workers and providing for a general increase of 5 cents an hour with adjustments retroactive to June 1, 1958.

Strike authorization was recently given by the union membership to the **Brotherhood of Locomotive Firemen and Engineers** in connection with its dispute with **Canadian National Railways**. A recent federal conciliation board report recommended the gradual removal of firemen from yard and freight diesel locomotives. The union has refused to accept this report as a basis of settlement. CNR management has served notice on the union that, starting May 1, it will pay higher wages, but will no longer hire new firemen for yard and freight diesels. The union has said that it may be necessary to set a strike date in order to protect the present working conditions of its 3,500 members employed on the CNR. The

question of retaining firemen on diesel locomotives was the subject of a dispute between the Brotherhood and the Canadian Pacific Railway a year ago, when a brief strike occurred. The CPR and the Firemen's union have settled, on March 18, their most recent dispute with a contract that provides for wage increases in four stages for the 2,800 locomotive firemen employed by the CPR.

Cockshutt Farm Equipment Ltd., Brantford, Ont., and the **United Automobile Workers** have recently signed a three-year agreement affecting some 1,300 employees and providing for wage increases of 9 cents an hour for skilled trades and 10 cents for day workers, effective from last January 29, with a further 21 cents for skilled trades and 16 cents for day workers over 1960 and 1961. The agreement features further company contributions to the supplementary unemployment benefit plan and establishment of the cost-of-living escalator on the basis of 1 cent an hour for each six-tenths of a point change in the consumer price index; this follows the new escalator pattern established in the auto industry (L.G., Feb., p. 118). Improved pension and life insurance plans were also established.

Other Settlements

Weekly pay increases ranging from \$4.74 to \$6.72 for the office employees of Continental Can Limited in Montreal were provided in the latest collective agreement reached at that company.

A two-year agreement between Dupont of Canada Limited nylon plant in Kingston and the United Mine Workers, effective April 1, 1959, embodied an increase of 6 cents an hour, with retroactive pay increases to September 1, 1958, bringing the base rate to \$1.72 an hour; a further increase of 7 cents an hour will become effective April 1, 1960.

Most building construction unions have recently come to terms with employers in the British Columbia construction industry. Most of the agreements provide across-the-board increases of 12 cents an hour this year and another 12 cents in 1960.

Some 2,000 lithographers employed in 42 lithographic plants in Eastern Canada are affected by a two-year agreement recently signed between the Amalgamated Lithographers and the Canadian Lithographers' Association. The settlement provides for 19 cents an hour this year and an extra 6 cents next year, as well as improvements in the paid vacation plan and in welfare and hospital benefits.

NOTES OF CURRENT INTEREST

Winter Work Incentive Plan Extended for Extra Month

Extension for one month, to May 31, of the Government's Municipal Winter Works Incentive Program (L.G., March, p. 233) was announced in the House of Commons by the Minister of Labour on March 24.

Originally intended to run from December 1, 1958 to April 30 this year, the program had, up to March 20, created 32,000 jobs for Canadians that "would not otherwise have been provided," the Minister said.

There had been 1,909 applications from municipalities for federal sharing of payroll costs, of which 1,838, or 96 per cent, had been approved. Some were still under consideration.

A total of \$9,279,000 in federal funds had been committed towards projects totalling \$52,739,000.

The Government decided to extend the program following receipt of requests from a number of municipalities and some provinces.

Lists Three Main Objections To Compulsory Arbitration

Compulsory arbitration is unworkable for three main reasons, says W. J. Smith, National President of the Canadian Brotherhood of Railway, Transport and General Workers, in an article entitled "Compulsory Arbitration 'Won't Work, Can't Work'", published in the February issue of *Canadian Transport*. The article is an answer to the recommendation recently made to the Government by the Railway Association of Canada that in future railway labour disputes should be settled by compulsory arbitration.

Compulsory arbitration will not work, Mr. Smith says, "First of all because it is assumed that it will deal only with disputes that would otherwise result in strikes, while in fact almost all disputes will land with the arbiters, since arbitration will end the compromises that are now made because both sides fear a strike; secondly, because a ban on all strikes is impossible to enforce; and thirdly, because there are no generally accepted principles for arbiters to use in the absence of patterns established voluntarily."

The absence of any generally accepted principles for the determination of wages

and working conditions is the crux of the whole question of compulsory arbitration, the writer says. If there were such principles then we ought to have compulsory arbitration, but arbitration operating only within these principles. In fact, however, there are no such principles.

The gist of the CBRT & GW President's argument is that in collective bargaining when settlements are reached without a strike they are nevertheless based upon the estimate each side makes of what it would have to accept if there were a strike. Compromises are made which would not be made if there were no fear of a strike. Ultimately collective bargaining is a trial of strength; and general principles play little or no part, because no sure principles of the kind exist. Compulsory arbitration, by removing the threat of a strike, destroys the whole basis of collective bargaining.

"Many people suppose that a strike somehow represents a failure of the collective bargaining process. This is not so. The right to strike is the very heart of collective bargaining—as fundamental as the employer's right to say 'no'."

The Railway Association has raised the question, he says, whether two other objections to compulsory arbitration, i.e., that it is unenforceable and that it puts an end to genuine collective bargaining, outweigh the dangers of a crippling strike. After stating the belief that the problem on the railways is "essentially a freight rate problem and not a labour problem at all," he declared that if arbitration was to make any contribution towards a solution of the freight rate problem, "it would have to be applied without reference to what was happening to wages in the rest of industry".

The inconvenience of strikes, Mr. Smith contends, "is a small price to pay for the type of social democracy we are creating, and it is a necessary price. Strikes do not arise except in situations where there is something to be said for both sides. In such a situation, when neither side thinks it can yield, a test of strength that nobody wants is a sobering influence. In such an atmosphere difficulties get down to bedrock and final bargaining is conducted in an atmosphere of reality. With compulsory arbitration, such a stage would never be reached."

Older Worker Problem Discussed By Ontario Society on Ageing

Factors that tend to influence the employment and employability of older workers—lack of training, pension plans, and arbitrary retirement at 65—were among the welfare and labour problems discussed during the first annual meeting of the Ontario Society on Ageing held in Toronto in February. Between 150 and 200 persons attended the meeting.

There was a call for:

1. Greater use of existing machinery for the re-training of older workers, who were described as persons who have difficulty, because of age, in obtaining employment;

2. Widespread development of counselling services for older workers to the point where it is possible for every unemployed older worker to receive proper counselling which will enable him or her to obtain suitable employment;

3. Development of pension plans which feature transferability from job to job without the loss of accrued benefits; vesting provisions; and survivor benefits.

It was felt that counselling renewed the older worker's confidence in his own abilities, thus assisting him to gain suitable employment. Similarly, with a measure of retraining, the older worker is often able to acquire a skill which will increase his job opportunities.

In the field of pensions, it was thought that continual study was needed to determine ways and means of developing the benefits to be derived from vesting provisions and portable pensions. Belief was expressed that in many cases, the chances of the older worker's obtaining employment were affected by the loss of his former employer's contributions to a pension plan—in effect the loss of vesting privileges—and the lack of a method whereby pension rights could be transferred.

The opinion was advanced that flexible retirement was one of the keys to the solution of the problem of the older worker and that arbitrary retirement at the age of 65 contributed to discrimination in employment against all older workers.

Some delegates thought consideration should be given to legislation similar to that in effect in New York state, where law forbids discrimination against workers because of age. They thought, however, that the New York legislation had not been in effect long enough to allow a proper assessment of the results.

Throughout the meeting, reference was made several times to the need for more

research in the field of the older worker to fill many gaps in factual knowledge, and that a program of education, rather than legislation, was a more potent instrument in bringing about a favourable solution to the problem.

The panelists at the meeting were Miss Ollie Randall, Vice-Chairman, the National Committee on the Ageing and former President, American Gerontological Society; Mrs. Jean Good, Executive Director, Ontario Society on Ageing, both of whom reviewed the achievements of the Society since its formation and spoke of plans for the future; Gower Markle, Chairman, Committee on Economic Needs and Resources of Older People, Ontario Welfare Council, and Director, Education and Welfare, United Steelworkers of America, who told the story of his union's approach to ageing; and Dr. Cope W. Schwenger, Director and Medical Officer of Health, Dufferin County Health Unit, who talked about the successful organization of a senior citizens' club in Orangeville, Ont.

Ontario Federation of Labour Submits Annual Brief to Govt.

In a submission to the provincial Government last month, the Ontario Federation of Labour (CLC) urged the Government to take action on unemployment, the prevention of accidents in industry, amendment of the Labour Relations and Workmen's Compensation Acts, working conditions, education, and hospital and medical care.

In March 1958, when it made its previous submission, the Federation recalled, some 260,000 persons in the province were out of work; this represented 14 per cent of the labour force. This winter, it stated, there had been practically no improvement.

The OFL repeated the suggestions it had made in 1958 for action by governments to deal with unemployment. These included: development of Canada's resources; continued expansion of health insurance, pensions, unemployment insurance and other welfare legislation, as a means of increasing purchasing power; and undertaking of public works to provide jobs. The calling of a provincial government conference and a Dominion-Provincial conference to work out ways of establishing and maintaining full employment was also urged.

The brief stated the Federation's objections to the present system of industrial hygiene and safety, and again urged a thorough study of the matter in accordance with the recommendations of the

Royal Commission headed by Mr. Justice Roach, which made its report in 1950.

The OFL again brought up the matter of the revision of the province's Labour Relations Act, and took exception to some of the recommendations of the Select Committee on Labour Relations (see page 000). It complained that delays in certification of unions had recently become longer and more frequent. It also referred to delays in conciliation proceedings and criticized the methods and recommendations of conciliation boards.

"If it is impossible to eliminate these deficiencies," the brief said, "then it seems to us that there are only two possible remedies: to make conciliation voluntary rather than compulsory, or to dispense with conciliation boards altogether."

The Federation asked the Government to take the initiative in arranging a federal-provincial-municipal conference on education, at which it should present "well-defined proposals for enabling each government to make the greatest possible contribution to the education system". It urged that free tuition at institutions of higher learning should be provided for all students with the necessary ability and ambition, and that "adequate living allowances" should be given to them.

"Glaring Inequities"

The submission pointed to the existence of inadequacies and "a few glaring inequities" in the Workmen's Compensation Act. It asked that widows' pensions should be increased from the present \$75 to \$150 a month, that allowances for dependent children should be increased to \$35 from \$25 a month, and orphans' benefits to \$45 from \$35. It also urged that compensation should be graded according to the earning power of the worker, and that the present maximum of \$5,000 as the annual earnings on which compensation is based be abolished.

The Ontario Hospital Services plan represented a long step forward, the OFL said; but it urged that medical, surgical and other "essential" health services—including out-patient diagnostic services—should be added. It also asked the Government to give special attention "to the plight of retired workers" in regard to health services.

Other matters dealt with in the brief included: fair wage schedules in government contracts; statutory holidays; minimum wages, hours of work, and vacations with pay; amendment of the Factory Act; apprenticeship; fair practices legislation; compulsory automobile insurance; and assistance to the textile industry.

Equal Numbers of Diesel, Steam Locomotives at End of 1957

In 1957 Canadian railways added 477 diesel units to their locomotive fleets and dropped 455 steam locomotives, the Dominion Bureau of Statistics said last month in its annual report on Railway Transport.

At the end of the year, there were about equal numbers of both kinds of locomotive in service.

The number of diesel locomotives in operation at the end of 1957 was 2,372, compared with 1,895 at the end of 1956. The number of steam locomotives was 2,394 compared with 2,849 a year earlier.

Unemployment Situation in U.S. Virtually Unchanged in February

The employment situation in the United States remained practically the same between January and February, it was reported in a joint statement issued by the U.S. Secretaries of Labor and Commerce. The seasonally adjusted rate of unemployment remained at 6.1 per cent, the same level that has prevailed since last November.

Unemployment at 4,700,000 remained unchanged from January but was 400,000 less than in February 1958, although 1,500,000 higher than in February 1957. Insured unemployed persons numbered 2,500,000, which was the same number as in January.

The total number employed in February held steady at the January level of 62,700,000, with no significant shift in the proportions of farm and non-farm employment. Non-agricultural employment was approximately 58,000,000 and farm employment was about 4,700,000.

The work week in manufacturing industries was steady at 39.8 hours, which was 1.4 hours longer than in February 1958.

The number of non-farm workers who were involuntarily working less than full time fell by 200,000 during February to 1,000,000. This total was only half that reported at the same time in 1958, and was no larger than the levels which prevailed before the recession.

According to preliminary estimates, the number of persons who had exhausted their regular unemployment benefits fell from 212,000 in January to about 185,000 in February.

Although farm employment during the latter part of February was about the same as in February 1958, it was about 8 per cent below the average for the five most recent years.

Provincial Legislature Calls for Review of Alberta Labour Act

A full review of the Alberta Labour Act, during which Labour, Management and the general public should have the opportunity to make representations, was called for in a resolution passed by the provincial Legislature on February 12.

The resolution made reference to the earlier decertification by the province's Board of Industrial Relations of certain union locals on the grounds that their control had become vested in persons outside the country. (A local of the International Brotherhood of Teamsters had had its bargaining rights suspended after being placed under trusteeship.)

As introduced, the resolution called for amendment of the Act to provide that only union locals that conformed to prescribed rules regarding the conduct of business and the election of officers should be capable of being recognized as bargaining agents.

Newfoundland Statute Revokes Certification of 2 IWA Locals

The Trade Union (Emergency Provisions) Act, 1959, was passed by the Newfoundland Legislature on March 6. It revokes the certification of two locals of the International Woodworkers of America and cancels any collective agreement previously in force between the locals and employers.

Another act passed March 6 amended the province's Labour Relations Act to empower the Lieutenant-Governor in Council to dissolve any trade union in the province that is a branch of an international union if a substantial number of the officers of the international union have been convicted of certain heinous crimes and remain as union officers.

Penalties are provided against a union and its officers if it continues to carry on the activities of a trade union after it has been dissolved, and for disobedience of other provisions of the Act.

When a union certified as a bargaining agent has been dissolved, any collective agreement to which the union is a party is cancelled from the date of dissolution.

The Act repeals Section 11 of the Labour Relations Act, which deals with revocation of certification. The new Section 11 provides for the revocation by the Board of a union's certification on the usual grounds and also where a union officer or representative has been convicted of a criminal offence or a violation of the Labour Relations Act.

The new section also provides that the Lieutenant-Governor in Council may revoke the certification of a certified bargaining agent whether or not the Board has the matter under consideration. If certification has been thus revoked an application for certification may not be dealt with by the Board without the consent of the Lieutenant-Governor in Council.

The bill also contains a general prohibition of secondary boycotts, and provides penalties for infringement. It further allows a union or a group of unions to be sued as a legal entity in an action for damages in respect of any tortious act alleged to have been committed by or on behalf of the union or group of unions.

New B.C. Trade-Unions Act Makes Unions Legal Entities

A new Trade-unions Act, to replace the present Act, was passed in the British Columbia Legislature last month.

The Act deals with the circumstances in which picketing may legally be carried on, the legal status of trade unions, the liability of unions for damages for a breach of the Labour Relations Act, and the circumstances under which *ex parte* injunctions may be granted.

As introduced, the bill would allow picketing only during a strike which is legal under the Labour Relations Act or during a lockout, legal or illegal. It would authorize picketing only by the union whose members are on strike or locked out, and by persons authorized by that union, and only at the employer's place of business. Picketing under any other circumstances would be prohibited.

The bill proposes to make liable in damages any employers' organization, union or person who does, authorizes or concurs in anything prohibited by the Labour Relations Act, or fails to do anything required by that Act. A person or association would also be liable who does, authorizes or concurs in anything contrary to the picketing provisions in the bill.

Employers' organizations and unions are made legal entities for purposes of prosecuting or being prosecuted for offences against the Labour Relations Act, and for suing and being sued under the proposed new Trade-unions Act.

The bill also proposes that *ex parte* injunctions to restrain a union or other person from any act relating to a legal strike or lockout should be prohibited, except to safeguard public order or to prevent substantial or irreparable injury to property. In such cases an *ex parte* injunc-

tion should be limited to a period not longer than four days.

A bill introduced in the Ontario Legislature a short time before the British Columbia bill would require two days' notice to be given to the persons affected before an interim injunction could be granted in a labour dispute, except in cases where a court was satisfied that the two days' delay might entail serious mischief. In such cases the court might fix a shorter period of notice, or might grant an *ex parte* injunction without notice if it was satisfied that the delay necessary to give notice would result in danger of death or grievous bodily injury.

A bill to amend the Code of Civil Procedure to limit any interim injunction issued without notice in cases of urgent necessity to a period of four days was defeated in the Quebec Legislative Council early in February.

In the Saskatchewan Legislature the Speech from the Throne, in the early part of February, stated that "Legislation abolishing *ex parte* injunctions in connection with labour disputes will be introduced."

Saskatchewan, New Brunswick Move against Discrimination

Government anti-discrimination measures were given second reading in late February in two provincial Legislatures.

In New Brunswick, an amendment to the Fair Accommodation Practices Act is designed to prohibit the refusal of accommodation, services or facilities available in any place to which the public is customarily admitted to any person, or class of persons, because of race, creed, colour, nationality, ancestry or place of origin.

In Saskatchewan, an amendment to the Fair Employment Practices Act is designed to strengthen the section that prohibits discrimination in advertisements, application forms and inquiries in connection with employment.

Labour Bills Given Third Reading In Two Provincial Legislatures

Labour bills were given third reading in two provincial legislatures in late February or early March.

In New Brunswick, an act to amend the Workmen's Compensation Act proposes to increase benefits payable under the Act, effective January 1, 1960.

An amendment to the Ontario Labour Relations Act provides for the addition of one or more deputy vice-chairmen to

the staff of the Labour Relations Board, and enables the Board to sit in more than two divisions. The Board at present is authorized to sit in two divisions, one under the chairman and the other under the vice-chairman. The tremendous increase in the volume of work done by the Board is given as the reason for the change.

Statistics Committee Reviews Needs of Labour Departments

The statistical needs and activities of provincial and federal departments of labour were reviewed at a meeting of the newly established Statistics Committee of the Canadian Association of Administrators of Labour Legislation in Ottawa March 9-11. The Statistics Committee was set up by a resolution passed at the annual meeting of the CAALL in Winnipeg last August.

The meetings were under the chairmanship of Dr. W. R. Dymond, Director of the Economic and Research Branch of the federal Department of Labour. Walter E. Duffett, Dominion Statistician, addressed the opening session.

The committee devoted particular attention to means of eliminating duplication in survey activities in the labour field by provincial and federal authorities and explored the possibility of expanding co-operative arrangements. Problems of definition were also discussed.

A series of recommendations was embodied in a report which will be presented to the executive of the Canadian Association of Administrators of Labour Legislation.

CCCL Union Spends \$75,000 On Education in Five Years

During the past five years, the Union of Municipal Employees of Montreal (CCCL) has spent \$75,000 on the union and vocational training of city employees, it was revealed by René Constant, President of the Union, at a dinner marking the fifth anniversary of the Education Service.

Mr. Constant pointed out that 64.5 per cent of the white-collar workers employed by the city took part in this training.

He emphasized the contribution made by the CCCL's Education Service and by the extension training offered by the University of Montreal; 476 municipal employees took the University's series of courses entitled "Public Office Workshops".

Mr. Constant also paid tribute to Jean Robert Gauthier, founder and Director of the Municipal Employees' Education Service.

Items of Labour Interest in House of Commons

February 23—*Better inter-industry contact* than has existed in the past is being established between Canada and the United States, Hon. Raymond O'Hurley, Minister of Defence Production, informs the Commons in statement concerning defence construction sharing with the U.S. The Government is facilitating the exchange of information and personnel between U.S. prime contractors and Canadian potential suppliers. United States prime contractors have visited Canadian plants, and as a result some Canadian plants have already had their names placed on U.S. industrial and government tender lists.

"Crisis in the aircraft industry involving mass layoffs and threatened disintegration of this important sector of our Canadian defence production" subject of full debate. Participants were Hon. Paul Hellyer, Hon. G. R. Pearkes, Hazen Argue, Hon. L. B. Pearson, Prime Minister Diefenbaker, and G. J. McIlraith. The "crisis" was that resulting from the cancellation of contracts to build the CF-105 Arrow aircraft.

February 24—*"Every possibility is being canvassed to place as many as possible,"* Hon. Michael Starr, Minister of Labour, says in answer to a question on government action to aid in the unemployment situation caused by the dismissal of staffs by the company. "In so far as the highly trained and skilled engineering personnel are concerned, it is not anticipated that there will be any serious difficulty," he said.

Practice of Central Mortgage and Housing Corporation is to deal with each individual case on its merits in cases of inability to maintain mortgage payments, and that course will be followed in regards to Avro employees, Hon. Howard C. Green, Minister of Public Works, replies to a question.

Report that U.S. citizens were being employed at St. Thomas, Ont., as strike breakers and that they did not possess visas for employment in Canada nor work permits from the National Employment Service will be investigated, the Minister of Citizenship and Immigration promises.

All facilities of the Department of Labour, through the Unemployment Insurance Commission, had been placed at the disposal of miners laid off at Bell Island, Nfld., the Minister of Labour informs questioner.

February 25—*Rates of pay* for workers on the South Saskatchewan dam project are established under the Fair Wages and Hours of Labour Act, Hon. Michael Starr,

Minister of Labour, says in reply to a question. The rates so far established for three classifications are the collective agreement rates used on government contract work in any part of Saskatchewan; for other classifications they were established by surveys.

The possibility of using skilled staff members of the A. V. Roe Company, laid off through cancellation of the Arrow contract, in some aspects of the Government's scientific projects under the Defence Research Board is being explored, the Minister of National Defence advises questioner.

Action was taken by the Minister of Labour and other members of the Government to help alleviate unemployment in New Brunswick, the Minister of Veterans Affairs replies to questioner, and many government projects have been undertaken in the province, the Minister of Public Works adds.

Unemployment Insurance Commission will send a team of officers to assist those laid off at the Bell Island iron mines to fill out claims and register for employment, the Minister of Labour announces. There is no reason for opening a local office of the National Employment Service there, he said.

Three broad principles are contained in Bill C-28, to amend the National Housing Act, the Minister of Public Works explains when moving second reading. They were: it enables Central Mortgage and Housing Corporation to buy and sell insured loans more readily; it removes the deduction of 2 per cent that is provided in the Act as an incident in the "insurance settlement"; it increases from \$750,000,000 to \$1 billion the amount that may be advanced out of the consolidated revenue fund to CMHC.

February 26—*Report that U.S. citizens were working* at a St. Thomas, Ont., plant had been investigated, Hon. Ellen L. Fairclough reports. It was found that five men were involved, but they were dismantling machinery and in no way connected with production, Mrs. Fairclough stated. She added that the men entered Canada on February 18. Two of them left the country on February 20, another on February 24 and on February 26 none was left at the plant.

February 27—*Some A. V. Roe proposals* for new programs will be studied further "in the hope that they will offer opportunity for the employment" of personnel and facilities of Avro Aircraft Limited and Orenda Engines Limited, the Minister of Finance said in a report of talks between

company officials and the Government. He noted that the companies are doing work for the Governments of Canada and the United States and that efforts would be made to obtain new contracts from these sources. The Government will share equally with the company, pending receipt of contracts, the payroll cost of certain technical work to be undertaken by a nucleus of essential design, research and technical staff of the company for the next six months. The Government hopes the "combined efforts will result in a steady increase in employment" at the two plants.

The Government was asked whether it planned to intervene with Canadian automobile companies to make certain, if possible, that the companies would produce smaller cars and not allow the Canadian market for automobiles to be filled to a large extent by small automobiles produced in the United States. The Minister of Labour said he would bring the question to the Prime Minister's attention.

Bill No. C-28, to amend the National Housing Act to allow an increase in the amount of money available for building homes given third reading and passed.

Bill No. C-8, to establish minimum wages for employees under federal jurisdiction, was debated; but the House adjourned without the question being put.

March 2—*Statement on CBC strike at Montreal given by Hon. George C. Nowlan, Minister of National Revenue.*

Search for work for Avro plant has been going on continuously since last September, Hon. G. R. Pearkes, Minister of National Defence, states during debate on defence policy, planning and production.

March 3—*To date, 30,091 persons would find employment on 1,703 municipal works projects, costing \$70 million, approved under the municipal winter work incentive program, Hon. Michael Starr, Minister of Labour, reports.*

Adequate action on layoffs in coal mines has not been taken, the Member for Gloucester complained. The Minister of National Revenue replied that more money was being spent on subventions than ever before, that the problem was being studied, and that a solution will be worked out.

March 4—*The Government is considering whether there should be any change in the law governing the employment of judges in connection with matters outside their judicial duties but, as yet, there has been no change in the law, the Minister of Justice replied in answer to a question. The question referred to the use of judges on conciliation and arbitration boards.*

Unemployment insurance coverage for members of the armed forces was rejected

three years ago by the Department of National Defence, the Minister of Labour said in answer to a question.

Bill C-29 to amend the Trans-Canada Highway Act to increase maximum expenditures to \$350,000,000 from \$250,000,000 was given third reading and passed.

Bill C-31 repealing and replacing allowance provisions of the Veterans Rehabilitation Act given second reading and referred to the Standing Committee on Veterans Affairs.

March 5—*Report on economic security for the aged in Canada and the United States by Prof. Robert Clark, Volumes 1 and 2, tabled by the Minister of National Health and Welfare.*

Motion to discuss Newfoundland legislation decertifying the International Woodworkers of America disallowed by the Speaker.

Explanation of the delay in signing the agreement between the CBC and the Montreal producers given by the Minister of National Revenue.

Ratification of ILO Convention No. 87 concerning freedom of association and the right to organize will be given consideration by the Government, the Minister of Labour said in reply to a question.

On June 30, 1958 there were 201,008 persons employed in federal Government department branches, services and corporations, compared with 192,884 on June 30, 1957, Hon. Gordon Churchill, Minister of Trade and Commerce, replies to a question.

March 6—*Capital investment in Canada this year will exceed \$8 billion for the fourth year in succession, Hon. Gordon Churchill, Minister of Trade and Commerce, announced when tabling the report, Private and Public Investment in Canada—Outlook 1959.*

Private member's bill (Bill C-10) to amend the Canada Elections Act to extend the right to vote at advance polls was debated but the House adjourned without the question being put.

Gross cash income received by farmers in 1958 was \$2,869 million, the highest on record, Hon. D. S. Harkness, Minister of Agriculture, announced during the debate on his department's estimates.

March 9—*Settlement of strike of Canadian Broadcasting Corporation employees at Montreal announced by the Minister of National Revenue.*

Motion agreed on to go into committee at the next sitting to consider the following resolution:

That it is expedient to introduce a measure to direct the Board of Transport Commissioners to require by order the reduction of class and commodity freight rates (other than

competitive rates) charged by carriers subject to the order of the Board dated November 17, 1958, and to authorize payments to reimburse carriers for the resulting reduction of their revenues up to an aggregate amount of twenty-million dollars.

March 10—*Legislation passed by Newfoundland Government* in connection with labour unions being considered by the Cabinet, Prime Minister Diefenbaker informs questioner.

Bill C-16, to amend the Canada Elections Act to extend absentee voting provisions, was debated but the time allotted to private bills expired without the question being put.

Names and addresses of persons appointed to act as agents to the Unemployment Insurance Commission given by the Minister of Labour in reply to a question.

Amounts allotted and payments made to the province of Quebec under the provisions of the Vocational Training Co-ordination Act since 1942 listed by the Minister of Labour in answer to a question.

Location of the 38 vocational training schools built in Quebec since 1942, and the federal Government's contribution for each, were listed by the Minister of Labour in answer to a question.

March 11—*RCMP at no time acted* as strikebreakers in Newfoundland, the Minister of Justice said in a statement on the strike of Newfoundland woodworkers.

Special gift consisting of \$1,500,000 of Canadian flour, about 973,000 bushels, being sent by Canadian Government to United Nations Relief and Works Agency for Palestine refugees, the Secretary of State for External Affairs, Hon. Sidney Smith, informs House.

Prevailing rate employees of the Department of National Defence are not allowed to take part in partisan political activity without endangering their employment except under some special circumstances defined in departmental regulations, the Minister of National Defence informs questioner.

An estimated 143,000 Canadians 45 years of age and over were without jobs and seeking employment in the week ended January 17. Of this number, fewer than 10,000 were women, the Minister of Labour replies to a question.

March 12—*Canada will contribute* up to \$1.3 million from Colombo Plan funds to assist development along the Mekong River in southeast Asia, the Minister of Finance announces.

March 16—*Statement on Newfoundland Premier's* requests for police reinforcements and for a judicial inquiry in connection with the strike of woodworkers in the province given by the Prime Minister.

March 17—*Increased subventions* to facilitate the movement of Maritimes coal into Quebec and Eastern Ontario announced by Prime Minister Diefenbaker.

In reply to a question, the Prime Minister said that Government provided subventions to aid in the movement of British Columbia and Alberta coal to Japan, and that the question of further action in the matter is always under consideration by the Government.

March 18—*Mediation services* have been offered to both parties in the dispute at Polymer Corporation, the Minister of Labour reports in answering a question on the threatened strike at the plant.

Retraining program for employees affected by automation is provided by the Canadian National Railways, the Minister of Transport says in reply to a question.

March 19—*Department of Labour* items covering expenses for the promotion of a program for combating seasonal unemployment, and for vocational training are debated but not passed in committee of supply.

March 20—*Department of Labour* items covering expenses for the promotion of a program for combatting seasonal unemployment, for vocational training, and for administration of the Unemployment Insurance Act passed in committee of supply.

March 23—*The employment situation* was showing improvement, the Minister of Labour reports, noting that the February figure of 537,000 job seekers was 26,000 lower than at the same time in the previous year, and that 152,000 more persons were employed.

March 24—*Extension of the Municipal Incentive Program* to May 31 announced by the Minister of Labour in statement on the program to March 20. He informed the House that 32,000 jobs had been provided through the scheme up to that date that would not otherwise have been available. Under the plan 1,838 applications out of 1,909 had been approved.

Layoff of 38 Lachine Canal employees confirmed by the Minister of Transport, who explained that the operation of the canal as a water through-way will be quite limited compared with its operations in the past. "We will retain just as many men as are required to do the work, and attempt to find employment for the others as quickly as we can," he said.

Motion to introduce a measure to reduce class and commodity freight rates debated. Debate continued on March 25.

The House adjourned March 25 until April 6.

National Advisory Committee on the Rehabilitation of Disabled Persons

Two-day meeting approves statement on essentials of a rehabilitation program. Minister of Labour reports development of tentative proposals for legislation that would provide for federal participation in civilian rehabilitation program

A statement on the essentials of a rehabilitation program was approved by the National Advisory Committee on the Rehabilitation of Disabled Persons at a two-day meeting in Toronto early in March. (The text of the statement will be published in a later issue of the *LABOUR GAZETTE*.) Meetings were held at the Hospital and Rehabilitation Centre of the Ontario Workmen's Compensation Board at Downsview and at the regional office of the Unemployment Insurance Commission.

The Committee was welcomed by J. F. Cauley, Vice-Chairman, and Dr. E. C. Steele, Commissioner, of the Workmen's

Compensation Board. The latter described the place of the Rehabilitation Centre in the Board's program for minimizing the effects of industrial accidents.

Hon. Michael Starr, Minister of Labour, in addressing the Committee, said that in response to a previous request by it his Department had developed tentative proposals regarding legislation which would provide for federal participation in the continuation and development of the civilian rehabilitation program.

Following this, the Minister said, he had had discussions with the Minister of National Health and Welfare, in which discussions officials of both departments



—Gilbert A. Milne, Toronto

Pictured at the Ontario Workmen's Compensation Board Hospital and Rehabilitation Centre, where the National Advisory Committee on the Rehabilitation of Disabled Persons was meeting, are (left to right): William McGarth, a patient; Dr. B. H. G. Curry, Medical Superintendent at the Centre; Hon. Michael Starr, Minister of Labour; W. R. Kerr, Centre Administrator; Mrs. Margaret Drummond, physiotherapist

had participated. Notwithstanding the difficulties involved in fitting such a program into a legislative framework, Mr. Starr said, "it is our intention to pursue the discussions closely between now and the next session of Parliament. It is not possible for me to go beyond this at this time."

The Committee received reports on proposed new Agreements regarding the Co-ordination of Rehabilitation Services and on the provision of vocational training through Schedule "R" of the Canadian Vocational Training Co-ordination Act.

Reports were furnished by the Department of National Health and Welfare on the utilization of health grants in rehabilitation work, and by the Research and Statistics Branch of the Department of Labour. The latter report, entitled "Rehabilitation Services in Canada," describes in detail the rehabilitation services provided in each of the provinces.

The Unemployment Insurance Commission gave a report on the work of the Special Placements Branch of the National Employment Service in placing handicapped persons, and outlined an experimental plan to provide closer co-operation between the office of the Provincial Rehabilitation Co-ordinator in British Columbia and the National Employment Service. It was stated that if this plan succeeds it may be extended to other provinces.

Considerable progress in rehabilitation programs in all parts of Canada was noted by the Committee, and it asked that it should be given a chance to review any

proposals emanating from the Government's study of means of improving the program.

Following the meeting of the Advisory Committee the rehabilitation co-ordinators from all the provinces spent three days discussing matters of administration and policy.

Subjects dealt with included: case-finding, the registration of the disabled, the use of co-ordinating community councils, vocational training and employment, development of facilities for providing sheltered employment, and the training and development of rehabilitation workers. The problem of training and placing those who have recovered from mental disability or who are mentally retarded was also discussed.

Federal representatives present were: Ian Campbell, R. Noel Meilleur and Frank S. Hatcher, of the Civilian Rehabilitation Branch of the Department of Labour; Bruce M. McKenzie, W. A. Mennie and Miss Claire St. John, of the Department of National Health and Welfare; A. G. Wilson and L. R. Merrill of the National Employment Service, Unemployment Insurance Commission; and Stanley J. Bailey of the Indian Affairs Branch of the Department of Citizenship and Immigration.

Provincial Co-ordinators who attended the meetings were: W. H. Davis, Newfoundland; Brig. W. W. Reid, Prince Edward Island; Frank G. Wellard, Nova Scotia; G. W. Crandlemire, New Brunswick; Raymond Lauzon, Quebec; J. L. Amos, Ontario; W. N. Boyd, Manitoba; G. Allan Roehrer, Saskatchewan; L. R. Gue, Alberta; and C. E. Bradbury, British Columbia.

Report of the Ontario Legislature's Select Committee on Labour Relations

Major recommendations: regulation of union pension and welfare funds, moderate limitation on right to set up closed or union shop, some protection against loss of employment through loss of union membership, restrictions on picketing

The Report of the Select Committee on Labour Relations was tabled in the Ontario Legislature on February 2.

Regulation of union pension and welfare funds, a moderate limitation on the right to set up a closed or union shop, some protection for workers against loss of employment through loss of union membership, new restrictions on picketing, limits on union trusteeship, a ban on work stoppages in essential services, higher requirements for union certification, measures for check-off of union dues, an end to *ex parte* injunctions, judicial review of decisions of the Ontario Labour Relations Board and a

general strengthening of both the powers and the staff of the Board were among the major recommendations of the Report.

The 11-man committee, with James A. Maloney, member for Renfrew South and presently Minister of Mines, as Chairman, was appointed March 27, 1957, following criticisms of the Ontario Labour Relations Act in the daily press and in the trade papers. The Committee's terms of reference were to "examine and report regarding the operation and administration of the Labour Relations Act in all of its aspects".

Public hearings began in June 1957 and were completed in May 1958. During this

period, the Committee held 61 meetings, which were attended by union officials, representatives of employer organizations, labour relations consultants and other interested parties. Altogether, the Committee received and heard 90 briefs containing 715 recommendations for amendments, deletions or additions to the Act.

The Committee presented a unanimous report, setting out 51 recommendations for improving the Act. The CCF leader, Donald MacDonald, disagreed with 10 of these suggestions; Liberal representatives registered three dissents and Conservatives nine. Forty-one recommendations were unanimous, one of which was that a similar committee should be appointed every five years.

The Committee's approach to the many complex problems presented to it is summed up in the introduction to the Report:

In the field of Labour-Management relations, the dominant public interest lies in the preservation of industrial peace, and the protection of the individual worker against oppression. At the same time, the public has a vital interest in encouraging free competition between labour and industry as elsewhere in our economic society. When these values conflict, as they sometimes do, the problem of striking a proper balance is a difficult and delicate one...

What is needed is less reliance on Government in collective bargaining and more self-reliance by the parties.

Coverage

A number of changes in coverage were recommended, one being an amendment to Section 1 (3) to exclude from the definition of "employee" any person who has authority to hire and discharge other workers.

Another unanimous suggestion was that the blanket exemption granted to persons employed in agriculture, horticulture, hunting or trapping be modified to permit workers employed by nursery companies in reforestation programs and in landscaping to come under the Act.

The Committee thought that the nursing, physiotherapy, dietetic, forestry and land surveying professions should be added to the list of professional groups exempted from the Act, but that provision should be made for any exempted association to be brought under the Act by majority vote. Individuals excluded by such an amendment could come under the Act by withdrawing from their professional association, in which case they should form a separate bargaining unit unless they requested otherwise.

One member dissented from this recommendation, stating that, in his opinion, any professional group in an employee category not exercising managerial functions and

capable of being defined as a collective bargaining unit should have collective bargaining rights under the Act.

All but two members of the Committee opposed the extension of the Act to Crown employees as requested by several trade unions, pointing out that no such submission had been received from the Ontario Civil Service Association.

The Committee recommended the repeal of Section 78, which permits a municipality to pass a by-law removing municipal employees from the Act. In its opinion, this section had been the cause of numerous work stoppages of essential services, which would not have taken place had the collective bargaining process proceeded along normal channels.

Certification

Commenting that all employees should be free to indicate their wishes in representation elections by democratic process, the Committee proposed that a number of changes should be made in union certification requirements with corresponding changes in the decertification procedure.

As the Act now stands, the Board has power to certify a union without a vote if it is satisfied that the union has more than 55 per cent membership. With one exception, the Committee thought that the requirement for automatic certification should be raised to 75 per cent, with provision for the Board to direct a representation vote in case of a challenge.

It also proposed that the Board should conduct a vote if not less than 35 per cent and not more than 75 per cent of the employees in the bargaining unit belonged to the union. At present, the Board will order a vote if the union has between 45 and 55 per cent membership.

In case of a representation vote, the Report said, the Board should certify a union if it receives more than 50 per cent of the votes of those voting where more than 66 $\frac{2}{3}$ per cent of those eligible to vote cast their ballots or in all other cases if more than 50 per cent of the ballots of those eligible to vote are cast in favour of the trade union. (Employees absent from work who do not cast their ballots are not included among those eligible to vote.)

The Act now provides that over 50 per cent of the employees in a bargaining unit who are eligible to vote must vote in favour of the union before certification may be granted. In all other cases, the Board must be satisfied that more than 55 per cent of the employees in the unit are members of the union.

The member who dissented from these recommendations thought the 75 per cent requirement for automatic certification was too high and would have changed the percentage figure of 66 $\frac{2}{3}$ to 51.

Run-off votes were proposed in cases where more than two unions were seeking to represent employees.

The Report suggested that the Board be allowed to consider industrial unit history as well as craft history when an application for certification was made by members of a craft unit. It also recommended that office workers belonging to the same union as plant workers be given the right to choose, by secret ballot, whether they wished to be represented by a separate union local, a separate unit of the local or the plant workers' unit.

Collective Agreements

Stating that it did not consider it necessary for a newly certified union to give notice to bargain, as required in Section 10, the Committee recommended that this provision be deleted. In line with this change, it suggested that Sections 11 and 13 (1) should be amended so that the time limits for a first negotiation meeting and for a filing of a request for conciliation services could be calculated from the date of certification instead of from the date of notice as at present.

As requested in a number of representations, the Committee urged that Section 11, which requires the parties to bargain in good faith, be strengthened by providing for its enforcement by the Board. If either party failed to bargain, the Board should be empowered to order it to do so within a prescribed period, and should have additional authority to decertify and fine a non-complying union and to impose an accumulative fine on a recalcitrant employer.

A number of changes in the procedure for renewing collective agreements were proposed. Instead of allowing the parties to give notice of a desire to bargain within the last two months of the term of an agreement, the Committee would require such notice to be given between the 60th day and 55th day prior to the expiry date of the existing agreement. If notice was not given, the existing agreement would be renewed automatically unless the agreement provided otherwise.

The Committee would also shorten the time limits for other stages of the negotiation procedure, with provision for extension by the Minister or if both parties agreed. The parties should be required to

meet within seven days of the giving of the notice instead of 15 days as now provided. In the event of a deadlock in negotiations, a request for conciliation services should be filed after 27 days rather than 35 days after notice.

Where a conciliation officer failed to effect a settlement, the parties should be obliged to apply to the Labour Relations Board for a conciliation board within five days after the expiration of the existing agreement or within five days of the date of the conciliation officer's report, whichever was later. Nominations for representations on the board should be forwarded with the application, the Report suggested.

Section 49 (2), which prohibits strikes or lockouts until seven days after a conciliation board has reported to the Minister or the Minister has informed the parties that he does not think it advisable to appoint a board, should be amended to provide that no strike or lockout may take place until seven days have elapsed after the parties have received a copy of the board report or a notice that no board will be appointed.

Strike Votes

As regards strike votes, the Report stated that a strike vote should not be taken until the union had a legal right to strike and all members of the bargaining unit had been notified of the meeting at which the vote was to be taken.

Declaration of Unlawful Strike or Lockout

All but three members of the Committee believed that the provisions dealing with illegal strikes and lockouts should be strengthened. Instead of giving the Board discretionary power to declare a strike or lockout unlawful upon request, the Act should make it mandatory for the Board to declare whether a strike or lockout was or was not legal unless the applicant withdrew his application before such declaration could be made.

The three dissenting members thought that the present provisions should not be changed.

Successor Rights

In connection with the question of successor rights, the Report stated that if a trade union had been certified and a collective agreement entered into, both the certification and the agreement should remain in force notwithstanding any change in legal ownership of the business.

Conciliation

A large percentage of the representations received by the Committee complained about delay in the conciliation procedure, most of them blaming the conciliation machinery for the delay between the filing of the application for conciliation services and the receipt of the conciliation board report. Upon investigation, the Committee found that much of the delay was caused by the parties themselves. Part of it was due to the fact that conciliation officers and conciliation board chairman sometimes had great difficulty in arranging a suitable date for meetings. Another reason for the time lapse was the fact that, once a tentative agreement was reached, the union representatives usually had to refer the matter to a ratification meeting, a process which took an average of 16 days. Also, the parties sometimes insisted upon having a particular chairman who was not always immediately available.

However, the Report noted, an examination of the statistics for 1956-57 indicated the value of the conciliation process. Of the 852 industrial disputes recorded, 502 were directly settled and another 113 indirectly settled by conciliation officers without the need of going to a conciliation board.

Conciliation boards heard 228 disputes and helped bring about 93 settlements during hearings. They wrote 135 reports, many of which undoubtedly provided the basis for subsequent settlements. Out of the 135 disputes, only 19 finally resulted in a strike.

The Committee commented that, if the conciliation process had ended at the 90th day after the expiry date of the agreement or if the conciliation board stage were eliminated or made voluntary as suggested by some unions, some of these 228 board cases would not have been completed and there might have been 228 serious disputes. Its conclusion was that "even if such assistance does take five or six months, such effort is worth while if it proves the means by which strikes are avoided".

Stating that it considered the conciliation process to be the key-stone of the Labour Relations Act, the Committee then laid down some suggestions for improving the procedure, emphasizing particularly the recruitment and training of personnel.

The Department, the Committee said, should make a concerted effort to seek out suitable persons, who, after a period of training, should be used in the role of conciliation officers and perhaps later advanced to board chairmen. As part of their training, such persons should be given a Govern-

ment-sponsored course in Industrial Relations at one of the universities. Some might also be employed as secretaries to conciliation boards or assistants to board chairmen.

The Committee also proposed that the Department should organize a panel of conciliation board chairmen both by direct recruitment and by the promotion of conciliation officers presently employed and those who would come under the new training plan.

Observing that the present pay scale was not high enough to attract men of the right calibre, the Committee proposed that the remuneration of board chairmen should be increased to \$75 a day and that of other members to \$50 a day in addition to expenses, with the same remuneration for executive sessions.

A further suggestion was that a person or persons might be appointed in the capacity of expeditor to keep track of the progress of each conciliation board with a view to eliminating any unnecessary delay.

Arbitration

Among other recommendations for improving the arbitration procedure, the Committee suggested that a time limit of 14 days be set for the issuance of an award after a hearing unless both parties agreed to an extension.

It was also proposed that arbitration boards should be given the same powers as conciliation boards, and that an addition should be made to the model clause set out in Section 32 (2) stipulating that an arbitration board should not have the power to add to, subtract from or change the provisions of a collective agreement.

To ensure implementation of an award, the Act should be amended to make arbitration awards enforceable by order of the Labour Relations Board with substantial penalties for default.

It was also desirable, the Report stated, for the Government to provide facilities for training suitable personnel to act as arbitrators.

Construction Industry

Submissions with respect to the construction industry revealed a wide gulf in the thinking of labour and management. Among other representations, the craft unions urged that the building and construction trades be exempted from the Act, pointing out that many projects were completed before the certification or conciliation processes could function, and claiming that, instead of conferring benefits on them, the statute in fact interfered with their

normal functions. On the other hand, employer associations complained about union shop condition, jurisdictional disputes and alleged picketing abuses and asked that the Rights of Labour Act be repealed so that unions could be sued in the courts. They also advocated the licensing of unions, with severe penalties for infractions of the laws.

The Committee rejected all these suggestions, recommending instead a Government-sponsored joint conference to discuss such matters as master agreements, uniform expiration date of collective agreements, special certification and conciliation procedures and jurisdictional disputes. It also advised the Government to set up a separate panel of the Labour Relations Board to deal with the construction industry.

Jurisdictional Disputes

The Committee noted that it had been informed that the building trades unions in Ontario were bound by their constitution to refer all jurisdictional disputes to the Joint Jurisdictional Board at Washington. Composed of members of the building craft unions and the General Contractors Association of the United States, this Board was set up to settle disputes in the building and construction industry after the Taft-Hartley Act declared jurisdictional disputes an unfair labour practice and prohibited picketing and work stoppages arising from them.

The Committee did not think this procedure was suitable for Ontario, both because the Board was set up to deal with disputes under the Taft-Hartley Act, which did not apply outside the United States, and because jurisdictional disputes in Ontario covered not only the building craft unions but also industrial unions, non-international unions and other industries.

Jurisdictional disputes occurring in Ontario, the Committee said, should be governed by the Ontario Labour Relations Act and should be settled in Ontario. It recommended that the parties usually concerned with jurisdictional disputes should set up suitable machinery to resolve such disputes themselves.

In the event that the parties failed to set up such machinery or that the procedure established took too long, any person affected by a jurisdictional dispute should have the right to apply to the Labour Relations Board, which should be authorized to settle the dispute and to enforce its decision.

Strike action, work stoppages or picketing in connection with a jurisdictional dispute arising out of a work assignment should be outlawed.

Picketing

Dealing with the question of picketing, which some management groups contended should be made an unfair labour practice, the Committee observed that very few employees who engaged in picketing appeared to be aware that certain activities were proscribed under Section 366 (1) of the Criminal Code, which provides:

Every person who wrongfully and without lawful authority, for the purpose of compelling another person to abstain from doing anything that he has a lawful right to do, or to do anything that he has a lawful right to abstain from doing—

- (a) uses violence or threats of violence to that person;
 - (b) intimidates or attempts to intimidate that person;
 - (f) besets or watches the dwelling house or place where that person resides, works, carries on business, or happens to be, or
 - (g) blocks or obstructs a highway;
- is guilty of an offence punishable on summary conviction.

Any person who engaged in any of the practices referred to above was guilty of illegal picketing and liable to fine or imprisonment. However, the Report stated, in a dispute between labour and management, the police and civil authorities were often reluctant to interfere.

In the opinion of the Committee, picketing should be prohibited before certification, in jurisdictional disputes, against employers not involved in a dispute, and whenever the Board has declared a strike to be unlawful under Section 59 of the Act. It also recommended that, where a lawful strike was in progress, picketing should be limited to the employees in the bargaining unit of the employer affected.

"Picketing" is defined in the Report as any action whereby a union or council of trade unions sought "to provide, delay or interfere with entry or access to any employer's place of business, or to persuade anyone not to enter such place of business, or to carry on business with such employer".

Injunctions

In their submissions to the Committee, some unions protested against the granting of *ex parte* injunctions to employers, pointing out that such a practice afforded the union no chance of rebuttal and created a great deal of hostility between the parties.

The Committee's view was that *ex parte* injunctions should be prohibited in matters

affecting the Labour Relations Act, except in case of emergency. To this effect it suggested that applicable Court rules should be amended to require notice to be given to both parties. It suggested also that an applicant should be required to obtain permission from the Labour Relations Board before being granted an injunction.

Essential Services

The Committee urged that a model clause be inserted in the Act which should be made part of all collective agreements and which would provide that "there be no stoppage of work by any employees who are responsible for the maintenance of essential services to the community at large, as distinguished from any employer". It did not, however, define "essential services".

The Committee observed that any interruption of hospital services was undesirable. It therefore recommended that work stoppages involving hospital workers should be prohibited and that matters in dispute should be referred to a conciliation board, whose decision should be final and binding upon both parties.

Industrial Inquiry Commission

The Committee considered that the Lieutenant-Governor in Council should have authority to intervene in industrial disputes affecting the public interest. It proposed that the Lieutenant-Governor in Council be given discretionary power, either upon application or of his own initiative, to appoint an industrial inquiry commission to investigate and report on any matter involving the public interest.

The inquiry commission's report, including recommendations for settlement of any outstanding differences, should be made within 14 days or such longer period as the Lieutenant-Governor in Council might prescribe. Until it was received, strikes and lockouts should be prohibited.

Dismissal and Discrimination

During the hearings the unions alleged that in the early stages of an organizational campaign, employees were sometimes dismissed or intimidated, charging also that the enforcement provisions set out in Sections 57 and 58 were inadequate to deal with such situations.

These sections provide for the investigation of a complaint by a conciliation officer and, if necessary, by a commissioner. Following the receipt of the commissioner's recommendations, which may include reinstatement with or without compensation

for loss of earnings and other benefits, the Minister may issue whatever order he considers necessary.

The Committee recommended that this procedure should be changed so that a complaint would go first to the Labour Relations Board instead of the Minister. If the Board considered an investigation was warranted, the Board would ask the Minister to appoint a conciliation officer to look into the matter and report the results of his inquiry.

If neither party raised objections within 14 days to the conciliation officer's report, the Board could dismiss the complaint or issue whatever order it deemed proper, including reinstatement and compensation for time lost.

However, if objections were raised within the prescribed period, the Board would be required to appoint a commissioner to investigate and make recommendations. The Board would then issue whatever order was necessary to carry out the recommendations of the commissioner.

Labour Relations Board

The Committee held that orders of the Labour Relations Board should be subject to judicial review, at the same time recommending a general strengthening of both the powers and the staff of the Board.

In the matter of judicial review, the Report said that there should be a right of appeal in all cases after first obtaining leave from the Chief Justice of Ontario. If the appeal involved a question of law only, it should be by way of stated case. Where an issue of fact only was involved, or of mixed law and fact, the appeal should be heard either by trial *de novo* or by reviewing the transcript.

Two members dissented from this recommendation, holding that Section 69 of the Act, which precludes judicial review of Board orders, should not be changed. (Despite the privative clauses, however, the Courts have insisted on their right to review decisions of Labour Relations Boards where they consider natural justice has been denied or the Board has acted outside its jurisdiction.)

The Committee found that the Board had failed to enforce the provisions of the Act, as alleged in numerous submissions. Accordingly, it suggested certain amendments to give the Board the necessary enforcement powers.

The Committee recommended that the Board should be empowered to issue cease and desist orders for a failure to comply with or for a contravention of any provision of the Act, or of any decision,

direction, declaration or ruling under the Act. Penalties should be provided for non-compliance with such orders.

It was also suggested that provision for the enforcement of a Board order could be made by amending the Act to permit filing of the order in the Supreme Court of Ontario and making it effective as an order of that Court.

The Committee felt that the Board, as presently constituted, had too heavy a workload. It therefore recommended that the Lieutenant-Governor in Council should be empowered to appoint, from time to time, additional neutral members to the Board.

The Committee was also of the opinion that the workload could be reduced if the Board were to appoint examiners to inquire into certification applications where there was no opposition from management or other employees, to avoid the necessity of public hearings.

Union Security

When dealing with the problem of union security, the Committee considered first the question of the check-off, pointing out that an estimated 95 per cent of the collective agreements in effect in Ontario provide for some form of check-off, while at the same time a small segment of management refused to accept it unless compelled to do so. The Committee considered that it was time for the question to be resolved, eight of the members recommending that the Act should be amended to provide for a voluntary revocable check-off of union dues, subject to certain safeguards. These were that the check-off should not be instituted unless a majority of the employees in a bargaining unit had voted for it in a secret ballot and that it should affect only those members who signed a written authorization. If a majority of employees in the unit revoked their assignments, the check-off should cease.

The three dissenting members shared the view presented in certain management submissions that the check-off was a matter for collective bargaining and not for legislation.

With respect to the question of the union shop or closed shop, the Report stated that no collective agreement should provide for a closed shop or union shop unless the trade union had first been certified or had established that, at the time the agreement was signed, it had the percentage of membership required for automatic certification.

Although opposed in principle to any interference in internal union affairs, the Committee felt compelled to deal with the question of loss of union membership for reasons other than refusal to pay dues. While it was true that union constitutions provided for an appeal to a higher union tribunal, information received by the Committee showed that such appeals were very slow and difficult to process and that the employee, meanwhile, was unable to find employment at his skilled trade.

In the opinion of the majority, an employee who was dismissed from a union for reasons other than non-payment of dues, and who lost his employment as a consequence, should have the right of appeal to the Labour Relations Board. After a hearing, during which the complainant and the trade union could present their views, the Board should make whatever order it deemed proper.

This provision would not apply, however, in cases where a union had set up an impartial tribunal to deal with appeals "expeditiously". (The U.A.W. established such a tribunal in 1957. Comprised of three leading American clergymen (representing each of the three major faiths), the president of a large university, a professor of economics, and two members of the judiciary (one a Canadian magistrate), this public review board was given "the authority and duty to make final and binding decisions" in all cases placed before it by aggrieved members or subordinate bodies of the UAW. Its first report was published in December 1958.)

One of the two dissenting members thought that the Government should not short-circuit the established union appeal procedure; the other believed that such matters should be left in union hands in order to encourage union responsibility.

Financial Reports, Pension and Welfare Funds

In the opinion of the Committee, some regulation of union finances was necessary in order to safeguard the interests of both the trade union movement and its members. It recommended that annual audited statements of all pension and welfare funds, whether operated solely by a union or jointly with the employer or through a trust, should be filed annually with the Department of Labour.

It suggested, too, that all pension and welfare funds should be invested and retained in Canada. Consideration should also be given to requiring a union to return a worker's contributions in the event that he lost his union membership or transferred to other employment, and, if a

member had contributed to the fund for five years or more, he should be entitled to a return of his contributions, plus interest.

Unions should also be obliged to supply each member with an annual audited statement of the union's financial affairs.

Union Trusteeship

Because certain unions sometimes kept locals under trusteeship for long periods, the Committee advocated that a time limit should be placed on trusteeships. It con-

sidered that every trusteeship should automatically terminate after 12 months unless the Labour Relations Board granted an application for renewal, in which case it might be extended for another 12-month period.

As soon as a trusteeship was created, notice of such action should be sent to the Labour Relations Board, together with the terms of trusteeship. Notices of existing trusteeships should be filed with the Department of Labour within 60 days after the proposed amendment was proclaimed in force.

Changes in Public Assistance Legislation, 1958

Federal and provincial enactments during 1958 dealing with general assistance, mothers' allowances, and living accommodation for the aged are described*

An amendment to the federal Unemployment Assistance Act enacted in December 1957 that repealed the requirement that federal reimbursement be made only in respect to aid to recipients in excess of .45 per cent of the provincial population became effective January 1, 1958. The federal Government now pays to provinces which have signed agreements under the Act 50 per cent of the total costs of assistance for the needy unemployed, with some exclusions, such as aid to recipients of mothers' allowances and certain other costs. Two more provinces entered the plan in 1958, bringing the total participants to nine.

The municipalities have in turn benefited from the unemployment assistance program. As provinces have entered into agreements with the federal Government, they have reduced municipal financial responsibility for general assistance. In April 1958, Alberta amended The Public Welfare Act to reduce the municipal portion of relief payments from 40 to 20 per cent. Early in 1958, also, Prince Edward Island reduced the municipal obligation in that province from 50 to 25 per cent. Under a Regulation in Ontario (O. Reg. 10/58), the municipal payment was reduced from 40 to 20 per cent. Nova Scotia, in the new Social Assistance Act effective May 1958, provided for the assumption by the province of a portion of the costs formerly borne entirely by the municipality; the municipal share is now one third of the assistance costs and one half of the administrative costs incurred in providing this assistance. The Government of British Columbia announced that, effective September 1, 1958, the municipal share of the costs of social allowances would be reduced from 20 to 10 per cent,

to be calculated on a basis of pooled welfare costs. As part of the new system of payments, the province has taken the further step of abolishing municipal residence requirements.

Saskatchewan and Manitoba adjusted municipal payments early in 1956 and 1957, respectively. In Newfoundland, where relief costs are borne by the province, local governments are not affected, and in New Brunswick, where the province does not participate in local relief programs, the municipalities benefit from federal funds to the extent of 50 per cent of their expenditure on assistance.

In Newfoundland, effective July 1, 1958, a Social Assistance Board, to consist of the Director of Social Assistance and at least two other persons, will perform several functions previously the responsibility of the Director. The Board receives all applications for social assistance, determines eligibility and sets the amount of the allowance. Also, the rates for food for emergency assistance under The Social Assistance Act were raised, effective January 1, 1958, from \$15 to \$20 a month for the first adult, from \$5 to \$10 for each additional adult, and from \$5 to \$8 for each child. These were further amended, effective July 1, 1958, to \$8 for each child under 16 years and \$10 for each child 16 or over. Monthly food rates for other categories were raised to \$25 for the first adult, \$20 for each additional adult, \$12 for each child 16 or over and \$8 for each child under 16.

In Nova Scotia, the Social Assistance Act, 1958, repealed and replaced both the

*Enactments and amendments at 1959 sessions of provincial Legislatures will be described in an article later this year.

basic Poor Relief Act and the Social Assistance Act, 1956. The new Act does away with the concept of local responsibility under the Poor Law and for the first time authorizes provincial aid to municipalities for assistance costs. As noted above, the province reimburses the municipal unit to the extent of two thirds of the cost of assistance granted under the Act, including expenditure for maintaining persons in need in a municipal home, and for one half of the administrative expense involved in providing assistance to persons in need. Further, it reduces the general residence requirement to one year from a former two years.

Several important revisions were made in the Regulations in Ontario under The Unemployment Relief Act, a statute which will remain in effect until The General Welfare Assistance Act (1956), scheduled to replace it, is proclaimed. An amendment in January 1958 (O. Reg. 10/58) removed the distinction between employables and unemployables in so far as eligibility for relief is concerned. As a result, municipalities may include in their claims for reimbursement the amount of aid paid to persons who are employable but unable to find work. Also, Regulations gazetted March 8, 1958 (O. Reg. 51/58) set forth the conditions under which a post-sanatorium allowance may be given where the former patient is in needy circumstances: the province will reimburse the municipality for 80 per cent of the amount given up to \$60 a month for a person who resides alone or \$44 a month for a person who is a member of a family. Regulations gazetted June 7, 1958 (O. Reg. 140/58) prescribe certain standards for nursing homes and authorize the province to pay 80 per cent of the monthly amount granted or \$80, whichever is the lesser, for the care of a person in need who is in a nursing home. Protection of individual rights was made in the amendment to the Regulations gazetted June 14, 1958 (O. Reg. 147/58), by which a municipality is forbidden to print for public distribution, or cause to be printed, broadcast, or posted up the name of any person eligible for or receiving relief.

The General Welfare Assistance Act, passed by the Ontario Legislature early in 1958, will on proclamation replace The Unemployment Assistance Act. The new Act will empower a county, with the approval of the Minister of Public Welfare, to appoint a municipal welfare administrator to administer assistance in all local municipalities within the county, although any local municipality having a population

of more than 5,000 may, by agreement with the county and with the approval of the Minister, appoint a welfare administrator to administer welfare independently of the county. The Regulations when issued will cover classes of persons eligible for assistance, the manner of calculating assistance, residence requirements and other matters.

Unique in Canada, Ontario's The Homemakers and Nurses Services Act, which became effective August 1, 1958, makes provision for provincial financial aid towards homemaker or nurses services to families with children where such aid will enable the children to remain in their own homes, or to persons who, with such care, may remain in their own homes. The service, which is given on a means test basis by the municipality, is under the general direction of the Director of Homemakers' and Nurses' Services of the Department of Public Welfare. Municipalities may make their own arrangements for staff, for whom training courses are provided by the Department. The Province reimburses the municipality for 50 per cent of the costs of service up to a given maximum.

In addition to the changes in aid to municipalities, Alberta in the 1958 amendment to The Public Welfare Act, repealed the clause which permitted the municipality to collect from an indigent person, from his estate or from persons responsible for his support, the amount of aid given him.

Mothers' Allowances

A number of provinces made changes in their mothers' allowances program during 1958.

The Mothers' Allowances Act, 1958, of Alberta, effective as of April 1, 1958, which superseded the previous Act, made changes in financing, administration and coverage. The costs of allowances and administration are now borne entirely by the province; formerly the municipality was responsible for 20 per cent of the costs of allowances. The Act is administered by the Pension Board, established under The Widows' Pension Act, rather than by the Superintendent of Mothers' Allowances as under the previous Act. Rates of allowances have been raised for a mother and one child to \$70 a month with a family maximum of \$185 a month.

Coverage was extended to a mother whose husband is serving a term of imprisonment of two years or more and to a common-law wife who has been living in marital relations with the father of her children for at least two years prior to his death, desertion, imprisonment or committal to a mental hospital. Formerly,

common-law wives could qualify for allowances only in the case of death of the father, and only if the union had been of at least five years' duration immediately prior to his death.

Prince Edward Island amended the Regulations under The Mothers' Allowances Act in May 1958 to increase the monthly rate for a mother and one child from \$25 to \$45 and the family maximum from \$50 to \$75. Nova Scotia amended the Mothers' Allowances Act to raise the family maximum from \$80 to \$90. Quebec raised the amount payable for the second and subsequent children from \$3 to \$10 by an amendment to the Needy Mothers' Assistance Act in February 1958, effective March 15, 1958. Saskatchewan's basic rate for a mother and one child was increased from \$40 to \$60 and the family maximum from \$90 to \$150 or, if there is a disabled father in the home, from \$100 to \$170 (O.C. 2393/57 gazetted January 10, 1958, to be effective from November 1, 1957).

Manitoba (Manitoba Regulation 19/58, March, 1958) made increases in amounts for food, clothing, rent, and other budgetary items, the amount being varied according to the age of the children and the number in the family. The monthly food allowance for an adult and one child 12 to 18 years of age is \$43 and the clothing allowance \$10, with additional amounts granted for the remaining items. The former rate was \$51 monthly for a mother and one child, a sum which included food, clothing, rent and operating expenses.

Several provinces have raised their rates of allowance: Newfoundland, under Regulations to The Social Assistance Act published March 4, 1958, effective January 1, 1958, increased the monthly food allowance for the first adult from \$20 to \$25, and the food allowance for each child from \$5 to \$8. The food allowance payable for a disabled father in the home was raised from \$10 to \$20 a month. Regulations published June 25, 1958, effective from July 1, 1958, increased the monthly food allowance for a child 16 years or over to \$12.

New Brunswick and Nova Scotia by amendments to their Acts repealed their citizenship requirements, thus reducing the number of provinces retaining a citizenship requirement to three. Nova Scotia also reduced the residence requirement from three years to one year, bringing to six the number of provinces having a one-year residence requirement.

The Minister of Health and Welfare of British Columbia announced that from September 1, 1958, all mothers' allowances

were to be discontinued and aid given to needy mothers as to other needy persons under the social assistance program. This is in keeping with the trend over the past several years to assist, where possible, needy mothers under the social assistance program rather than under the mothers' allowances program.

Living Accommodation for the Aged

During their 1958 sessions the legislatures of Nova Scotia, Ontario, Manitoba, and Alberta made changes in legislation affecting living accommodation for the aged, and New Brunswick announced new regulations. The purpose of these amendments was generally to raise provincial contributions on behalf of care for the aged through increased capital grants or maintenance payments.

Under the Social Assistance Act, 1958, Nova Scotia will for the first time reimburse its municipalities for two thirds of their expenditures for the maintenance of needy persons in municipal homes. This statute also grants the Governor in Council the power to make regulations governing standards in municipal homes; these may apply to buildings, furniture, equipment, staff and other matters relating to the care of persons, and may also provide for the inspection of the homes and specify the classes of persons to be admitted to them. Residence requirements under the Act have been reduced from two years to one year.

Another new feature of the legislation is the provision for the appointment of a five-member board of visitors, one of whom must be a woman, for each home. Three of the five are appointed by the local municipal council and two by the province. They are to visit the home four times annually and report on their visit to the municipal council and to the Minister of Public Welfare, and may at any time be requested by the Minister to visit a home and report to him about its administration and standards of care.

Regulations under the New Brunswick Health Act providing for the licensing, inspection and control of "private places" offering accommodation for more than two aged or infirm persons were gazetted on October 9, 1958 as Order-in-Council 57-948. Those applying for a licence under the regulations are required to submit floor plans and a full description of a home, and to obtain certificates of approval from the Provincial Fire Commissioner and the District Medical Health Officer or a sanitary inspector, as well as the written approval of the Town Planning Commission. The licence, which is renewable annually, may

be cancelled for failure to provide proper care and maintenance or for failure to comply with the regulations. Standards or requirements contained in the regulations cover a number of points including minimum staff, heating, bathroom facilities, floor space per resident, and location of beds.

Extensive amendments have been made to the Ontario Homes for the Aged Act, 1955, and Regulations, which govern the municipal homes which all municipalities except those in territorial districts are required to provide for the care of their older people. The share of net operating and maintenance costs of municipal homes borne by the province under this Act has been increased from 50 per cent to 70 per cent. The provincial share of the costs to the municipalities of maintaining aged persons in small approved proprietary boarding homes as an alternative to care in municipal homes has also been increased from one half of net maintenance costs or \$37.50 per month to 70 per cent of these costs or \$52.50 per month, whichever is the lesser. Capital grants equalling 50 per cent of construction costs, which formerly could be paid only for newly constructed homes and for additions to existing homes, may now also be made for the purchase and alteration of a building for use as a home, and for the alteration of an existing home or its grounds.

The Ontario Charitable Institutions Act, 1956, and Regulations, which provide for provincial supervision and inspection of charitable institutions and for capital and maintenance grants to them, have also been amended to increase the provincial contribution to the maintenance of residents of these institutions. Instead of the former payment of \$8 per month for each institutional resident, the province now contributes 75 per cent of the amount paid by the organization responsible for an institution for the maintenance of each resident. The contribution is based on the average daily cost to the organization of maintaining a resident during the previous calendar year or \$3.30 daily per person, whichever is the lesser. This change, however, does not apply to children's institutions.

The amending regulations under the Homes for the Aged Act were gazetted on June 14 as O. Reg. 148/58 and those under

the Charitable Institutions Act on August 2 as O. Reg. 199/58.

The Manitoba Social Assistance Act, 1956, has been amended to provide additional aid to older persons requiring institutional care. As a result of the amendment of April 1958, the province now reimburses the municipalities for 80 per cent of any expenditures which they may make at their discretion for supplementary assistance to persons receiving Old Age Security, Old Age Assistance, Blind Persons' Allowances or Disabled Persons' Allowances; this aid may include care in boarding or nursing homes.

In Alberta changes were made in the Home for the Aged or Infirm Act, 1955, which provides for provincial capital grants to municipal homes, provincial sharing of the costs of maintaining older persons in homes for the aged, and municipal licensing of homes. Through the amendment of April 1958, the capital grant for newly constructed municipal homes, formerly amounting to the lesser of \$750 per bed or one third of construction costs, was increased to a flat rate of \$1,500 per bed. Also, a new clause provides for aid towards the renovation of a building to be used as a home, amounting to \$750 for every 200 square feet of occupied floor space or one third of construction costs, whichever is the lesser. An additional amendment now makes it possible for a group of municipalities to form a company and co-operate in the construction and operation of a home; formerly a grant could be paid only for a home whose title was vested in a single municipality.

The proportion which the province will contribute on behalf of a person maintained by a municipality in a home for the aged or infirm has also been increased from 60 per cent to 80 per cent of the cost to the municipality, within maximum amounts set by the province.

As a result of changes in the formula for financing general assistance in British Columbia, as noted above, the proportion borne by the municipalities for the maintenance of needy older persons in institutions and boarding homes under the Social Assistance Act has been reduced to 10 per cent and municipal residence requirements removed.

—Research and Statistics Division,
Department of National Health and Welfare.

Correction

In the note on Professional Manpower Bulletin No. 4 (L.G., March, p. 234), the last five lines of the second paragraph are incorrect and should be deleted. The final paragraph should read: "A limited number of copies are available from the Economics and Research Branch."

Industrial Fatalities in Canada during the Fourth Quarter of 1958

Deaths from industrial accidents decreased to 302 from 334 in previous quarter and from 349 in fourth quarter of 1957. Largest number of fatalities, 108, was in mining; 48 occurred during the quarter in construction, 38 in transportation

There were 302* industrial fatalities in Canada in the fourth quarter of 1958, according to the latest reports received by the Department of Labour. This is a decrease of 32 from the previous quarter, in which 334 were recorded, including 39 in a supplementary list. In the fourth quarter of the previous year, 349 fatalities were listed.

During the quarter under review there were six accidents each of which resulted in the deaths of three or more persons. Seventy-five miners lost their lives as the result of an underground explosion in a coal mine at Springhill, N.S., on October 23. Six employees of the Quebec Telephone Company were drowned in the Aquanish River, Que., on October 10, when the boat in which they were travelling overturned.

There were two accidents that cost the lives of four persons in each case. On October 10, the four man crew of the schooner *Mechins* were lost when the vessel was wrecked while on a voyage between Les Escoumains and Forestville, Que. Four members of a natural gas drilling crew were drowned on November 7, when the drilling rig anchored in Lake Erie disappeared during a windstorm.

Two accidents were responsible for the loss of three lives in each case. On October 8, three employees of a drilling company were killed when the plane in which they were travelling crashed at Buffalo, Alta., and on October 18, the crew of three on board the Newfoundland coastal vessel *J. T. Murley* were drowned when their ship went aground on St. Pierre Island in the Gulf of St. Lawrence.

Grouped by industries (see chart p. 378) the largest number of fatalities, 108, was in mining. This figure includes 78 in coal mining, 22 in metalliferous mining and 8 in non-metallic mineral mining. Fatalities recorded in this industry in the same period in 1957 numbered 57—34 in metalliferous

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

mining, 14 in coal mining and 9 in non-metallic mineral mining. During 1958's third quarter, 32 fatalities were listed: 22 in metalliferous mining and 10 in non-metallic mining.

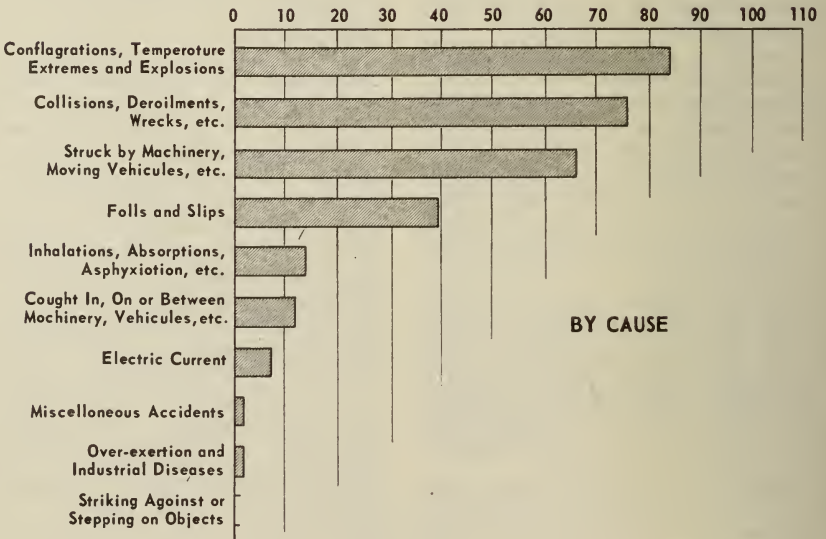
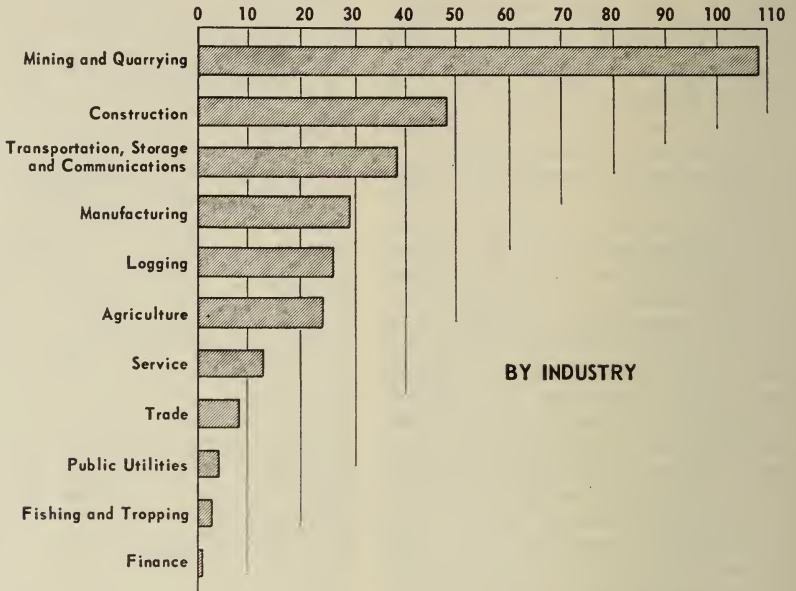
During the quarter, accidents in the construction industry resulted in the deaths of 48 persons; 21 in highway and bridge construction, 16 in buildings and structures and 11 in miscellaneous construction. During the same period last year, 85 deaths were reported: 39 in buildings and structures, 24 in miscellaneous construction and 22 in highway and bridge construction. Accidents during July, August and September of this year resulted in the deaths of 85 workers: 33 in buildings and structures, 28 in highway and bridge construction and 24 in miscellaneous construction.

In the transportation industry there were 38 fatalities, including 14 in steam railways, 11 in water transportation and 7 in telephone and telegraph communication. During 1957's fourth quarter, 57 deaths were reported; of these 16 occurred in local and highway transportation and 14 in each of the steam railways and water transportation groups. In the third quarter last year, 45 deaths were reported, of which 17 occurred

*See Tables H-1 and H-2 at back of book. The number of industrial fatalities that occurred during the fourth quarter of 1958 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 61 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Fourth Quarter of 1958



Source: Economics and Research Branch, Department of Labour.

in each of the steam railways and local and highway groups, 6 in water transportation and 4 in air transportation.

During the quarter under review there were 29 fatalities in manufacturing; of these, 8 were in iron and steel and 4 in each of the food and beverages and wood products groups. In the same period of the previous year, 50 workers died. These include 10 in each of the iron and steel and transportation equipment groups, 7 in wood products and 5 in foods and beverages. Work injuries in manufacturing during July, August and September of 1958 accounted for 45 deaths. Of these, 11 occurred in iron and steel, 8 in wood products, 8 in non-metallic mineral products and 6 in food and beverages.

Accidents in the logging industry resulted in the deaths of 26 persons during the fourth quarter of 1958, a decrease of 6 from the 32 that occurred during the same period of 1957. During the third quarter last year, 28 lives were lost in this industry.

There were 24 industrial fatalities in agriculture during the quarter under review, an increase of 4 from the 20 reported for the same period of 1957. In the third quarter of 1958, accidents in agriculture resulted in 38 deaths.

An analysis of the causes of the 302 fatalities recorded during the quarter (see chart p. 378) shows that 84 (28%) were under the heading "conflagrations, temperature extremes and explosions". Of these, 75 were the result of the air blast (bump) in the Springhill coal mine. In the classification "collisions, derailments, wrecks, etc.," 76 fatalities were recorded. These include 34 automobile or truck accidents, 18 as the result of tractors or loadmobiles and 16 that involved watercraft. Accidents as the result of being "struck by tools, machinery, moving vehicles or other objects" accounted for 66 fatalities. Of these, 44 were in the category "other objects", 16 involved "moving vehicles" and 6 were caused by "tools, machinery, etc." "Falls and slips" were responsible for 39 fatalities during the period, all but one of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 92. In Nova Scotia there were 90, in Quebec 38 and in British Columbia 32.

During the quarter under review there were 169 fatalities in October, 79 in November and 54 in December.

Nine of Ten U.S. Agreements Provide for Paid Holidays

Of 1,736 collective agreements, each covering 1,000 or more workers, in force in the United States during 1958, nine out of ten provided for paid holidays, according to a study by the U.S. Department of Labor. In 1950 only about three out of four such agreements afforded paid holidays.

Although the prevalence of paid holiday provisions in agreements has changed little since 1952-53, there has been a significant increase in the number of days allowed. In many agreements rates of pay for work on paid holidays have also increased.

The main industries in which in 1958 most workers covered by the leading agreements did not get paid holidays were coal mining and construction.

Paid holiday provisions were almost universal in the agreements studied in manufacturing industries, but were found in only about three quarters of the major agreements in non-manufacturing industries. This difference was largely accounted

for by the absence of such provisions in many construction industry contracts.

The number of paid holidays most commonly allowed was seven, this number being provided by about 40 per cent of the manufacturing, and some 25 per cent of the non-manufacturing agreements. However, eight holidays a year were more common in the non-manufacturing than in the manufacturing contracts, being found in a little more than 20 per cent of the former compared with about 15 per cent of the latter. Non-manufacturing agreements also accounted for more than half of those granting nine days or more.

The more liberal benefits in non-manufacturing were accounted for by such industries as utilities, transportation, and communication, where 57 out of 133 agreements allow nine or more days. Transportation, however, was also one of the few industries in which fewer than six paid holidays were provided in a significant number of contracts.

Women in Architecture, Engineering and Law

Only 2.5 per cent of Canadian architects were women at time of 1951 Census, 2 per cent of lawyers and .07 per cent of engineers. Occupational outlook for women in these fields is discussed at U.N. Commission on the Status of Women

The 1951 Census recorded very few women in architecture, engineering and law in Canada. Only 2.5 per cent of architects were women, 2 per cent of lawyers and .07 per cent of engineers.

This was reported at a meeting last month in New York of the United Nations Commission on the Status of Women, at which one of the topics discussed was the occupational outlook for women in the three professions. Reports prepared for the sessions by the Secretariat were based on replies to a questionnaire sent to governments and international non-governmental organizations having consultative status with the U.N. Economic and Social Council.

Information was sought on the access of women to training and employment in the three professions both in law and in fact, and on the attitudes towards recruitment and appointments, salaries at all levels, and opportunities for advancement. Canada was one of a large number of countries that submitted replies.

In Canada, despite the small percentages of women in the three professions, barriers to the full participation of women in these fields have not to any degree the sanction of law; nor are there restrictions to the access of women to training for them.

Over the past 25 years, there has been some increase in the number of women graduating in law, but little change with respect to architecture and engineering.

According to the United Nations reports, in most other countries also, the proportion of women architects, engineers and lawyers tends to be small, although, as in Canada, there are few legal restrictions placed upon either their training or employment. At the same time, it was reported that recent developments in science and technology in many countries are opening new professional opportunities, though it appears that women are not coming forward in sufficient numbers to avail themselves of such openings.

Because of the diversity of legal systems, comparison of opportunities for women in law proved difficult. The report records, however, that "one of the interesting features of the replies... is the number of

comments noting a diminution of the prejudice against women" in the legal profession.

The reasons for these characteristics of the occupational outlook for women in the three professions were also sought. For the preparation of Canada's reply to the questionnaire, facts and opinions were invited from the faculties of architects, engineering and law in Canadian universities. The attitudes towards the employment of women in these professions that were revealed in the replies reflected to a surprising degree those reported to the United Nations from other parts of the world.

Traditionally all three professions have been regarded as men's fields, and there is strong tendency, largely out of habit, to hire a man in preference to a woman. It is assumed that most women consider a professional career as a waiting period before marriage and that they are therefore not good employment risks. Women are also widely regarded as being unsuited for supervising male employees, another factor tending to limit their opportunities.

Women in these professions tend to perform a relatively narrower range of functions than do men. For instance, in Canada most women graduates in law find employment in large legal firms, and their work is often routine, related to collections, mortgages and conveyancing. Others are employed by governments or by trust and insurance companies; few practice independently.

In the engineering field, women are often hired as "technical staff" and restricted to laboratory work, or to research, design and development. However, there is evidence that they are being accepted more readily in electrical, aeronautical and chemical engineering and engineering physics. In one country it was reported also that a considerable proportion of chemical engineers hold teaching positions.

Five countries reported women's chances of advancement in architecture as equal to those of men, but in Canada few women attain high posts in the profession. There is evidence, however, of a more favourable attitude towards them in the newer field of town planning.

On first entering these professions women usually find no disparity between their salaries and those paid to men doing the same work. But because of a general reluctance to employ women at the more senior levels their salaries seldom keep pace with the men's. It is difficult for women to acquire experience in the more specialized fields, which is necessary before high salaries are paid.

Militating against the growth of opportunities for women in these three professions is the attitude of the women themselves. Few are prepared to face the difficulties of pioneering in a field considered to be unfeminine. Many seem unwilling to submit themselves to the discipline of a long period of education and training.

This hesitancy may reflect the attitude of parents, teachers and employers and may result also from lack of information about training facilities, conditions and prospects. "It is infinitely easier to find out how to become a nurse or a teacher," says one of the reports submitted to the United Nations.

There is very great need, therefore, for competent professional women in these and other fields to lead the way in counselling and supporting young women who might accept the challenge of new opportunities in fields formerly closed to their sex. For this reason such a project as the Occupational Information Bureau (L.G., Jan., p. 43) sponsored by the Business and Professional Women's Club of Toronto becomes especially relevant and important.

The meeting was the 13th Session of the U.N. Commission. Canada was represented on the 18-member commission by Mrs. Harry Quart, MBE, of Quebec, who was assisted by Miss Marion V. Royce, Director of the Women's Bureau, Department of Labour.

Among other subjects on the agenda in addition to the reports on the outlook for women in architecture, engineering and law—the first steps in a study on the access of women to training and employment in professional and technical occupations—were: the access of women to education, equal pay for equal work, and the age of retirement and the right to pension of working women.

Norwegian Royal Commission on Equal Pay

The Norwegian Royal Commission on Equal Pay recently concluded a study of the position of women wage earners compared with that of men in all fields of employment. The Commission's principal recommendation was that the Government establish in Oslo an "Equal Pay Council".

One of the Council's functions would be to determine the extent to which the equal pay principle is being carried out in specified industries and to consider how any existing wage differentials based on the sex of the worker could be removed. The Council would make recommendations directly to the public authority, employers' association or trade unions concerned. It would also encourage employers and trade unions to set up equal pay committees to consider ways of implementing equal pay for equal work within their sector of industry.

In addition, the Council would undertake detailed studies to promote equal pay for equal work. Such studies would include practical methods of wage determination, such as job evaluation programmes, and special problems arising from the employment of women workers.

Another function of the Equal Pay Council would be to improve the economic opportunities of women. It would seek to expand vocational guidance and vocational training facilities and encourage women to make full use of them. The Council would also help the married working woman by assisting the development of day nurseries and other institutions which look after children during the time that the mother works.

The Royal Commission on Equal Pay recommended also that the Norwegian Parliament ratify the ILO Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value.

Women on Increase in Japan's Labour Force

As a result of the new postwar constitution which gave equal rights to both sexes, the number of women in the Japanese labour force has been increasing steadily since the war. According to information emanating from Japanese government sources, there were 6,110,000 female workers in Japan in June 1958, and these accounted for about a third of the total workers.

Of the 6,110,000 female workers, about 1,630,000 were registered members of trade unions, and these constituted 24.7 per cent of the total union membership. In 1958 the number of women trade union members increased by 6.3 per cent over the previous year, although this was considerably less than the rate of increase in male members.

The heaviest concentration of female trade unionists occurs in manufacturing, where 39.9 per cent of them are employed. The various services come next with 19.9 per cent, of which 74 per cent are engaged in education.

50 Years Ago This Month

Business steadily recovering from depression but some wage rates continue to be cut. Hamilton street railwaymen gain wage of 20 cents an hour, Hamilton bricklayers of 50 cents. TLC protests permits allowing women to work at night

Although in March 1909 business in Canada was steadily recovering from the depression, or "financial stringency", that began in the latter part of 1907, wages of some workers continued to fall, while those of others were rising.

For example, the LABOUR GAZETTE of April 1909 reported that the wages of labourers employed by the Singer Sewing Machine Co. at St. Johns, Que., had recently been reduced from a range of 15 to 17½ cents an hour to a range of 11 to 12½ cents. The same issue reported that wages offered to log drivers in Hull, Que., were reported to be from \$2 to \$2.25 a day compared with \$1.75 a day the year before.

Wide differences in wages were shown in two collective agreements, the texts of which were published in the LABOUR GAZETTE that same month. An agreement between the Hamilton Street Railway Company and the Amalgamated Association of Street and Electric Railway Employees, which came into effect on March 23, 1909, and ran for three years, provided wages for motormen and conductors of 16 cents an hour for the first year of service, 18 cents for the second, and 20 cents thereafter. Extra motormen and conductors who reported as required were guaranteed a minimum of \$6 a week. Regular hours for day work were between 10 and 11 a day within 12 consecutive hours.

An agreement between the Mason Builders' Association of Hamilton and the Bricklayers' and Masons' International Union published on the next page of that issue stipulated that wages of bricklayers and masons should be 50 cents an hour; hours were to be eight a day for 5½ days a week. This agreement also ran for three years.

A memorandum submitted to the Government of Ontario by a joint committee of the Trades and Labour Congress of Canada and the Toronto Trades and Labour Council requested that all permits allowing women to work at night in certain kinds of employment should be revoked.

The submission stated that "the whole scheme of the Factories Act is to make regulations for day work and prohibit night work for children, young girls and women". It also contended "on public grounds" that night work for such persons was "physically and morally injurious" and

that "to permit of the continuance of the permits already granted would simply mean the renewal of the struggles that it was thought had been successfully fought at the time of the passing of the Factories Act".

Apropos of the difficulty now being experienced by sugar beet growers in Canada in obtaining a supply of labour, and the employment of Indian workers by the growers in Alberta (L.G., Jan., p. 33), in a short article on the sugar beet industry in Canada published in the LABOUR GAZETTE of April 1909 it was stated that "one of the drawbacks of growing beets is the difficulty of finding hired labour". It was also said that on a certain sugar beet farm near Raymond, Alta., "Indians of the Blood reservation, both male and female, were employed".

A locomotive engineer, a conductor and a fireman were convicted by a court in Guelph of criminal negligence in connection with an accident in which two men were killed. The engineer was sentenced to eight months in the county jail and the conductor and the fireman were given suspended sentences, and "were bound over for good behaviour in \$5,000 personalty and sureties of \$2,000 each". Two brakemen who had pleaded guilty had previously been allowed to go on suspended sentence, the GAZETTE said.

In passing sentence the judge told the three men: "It is impossible to resist the conclusion that it was the fact that you were desirous of getting back to a ball at Stratford and were hurrying your preparations to change trains, which led to this neglect of a plain duty—a duty which had on all previous occasions been faithfully performed. In the witness box you said, 'We railway men trust each other; we expect that the other will do his duty'.

"That is the cardinal mistake you and your mates have made—you are not to rely upon the other doing his duty, you are to fear that he may not do his duty."

The judge said that he was paying no attention to a number of petitions that he had received. He went on to say, "Persons who express an opinion that those violating the law should not be prosecuted because of their good character show an ignorance of the first duties of a law-abiding citizen, and ask for one law to be applied to those they approve and another to those they do not."

INTERNATIONAL LABOUR ORGANIZATION

141st Session of ILO Governing Body

Examines report of tripartite committee that considered improvement in working methods of International Labour Conference and adopts committee's proposals to modify present procedure. Draft budget for 1960, for \$8,995,000, is approved

At its 141st session, held March 10 to 13, the Governing Body of the International Labour Organization examined the report of the tripartite committee that considered the improvement of the practical methods of working of the International Labour Conference. Among the questions dealt with in the report was representation in the groups—government, employer and worker—on committees of the Conference.

This question has been raised during the sessions of the Conference held in the last few years, following upon decisions of the employer group not to nominate employer delegates from the U.S.S.R. and countries of Eastern Europe to these committees.

Proposals made in the report to the Governing Body would modify the present procedure. They provide that any delegate making application to his group for membership of a committee shall be placed on the list of members of that committee. However, representation of each group on the committee will be composed of members having the right to vote and of members not having the right to vote.

A delegate who has not been designated by his group to the voting section on a committee will have the right to appeal to a Board selected from a panel of independent persons previously appointed by the Conference for their "internationally recognized independence and impartiality". There would be no debate on the question in the Conference. The Board would be authorized to add a maximum of two delegates to the voting section of a group in each committee in question.

Another proposal would provide, under certain conditions, for a system of group voting by the technical sections of groups in committees.

These proposals were adopted by the Governing Body by 27 votes to 12, with no abstentions. They will now be submitted to the 43rd Session of the International Labour Conference which will be held in June.

The ILO draft budget for 1960 was approved. To be submitted to the International Labour Conference in June, it provides for a budget of \$8,995,040, compared with \$8,529,857 for 1959 and \$7,972,901 for 1958. The budget was approved by 28 votes to 4, with 6 abstentions.

The Governing Body also took decisions on the action to be taken on the conclusions arrived at by recent technical meetings of the ILO—the *Ad Hoc* Meeting on Conditions of Work and Employment of Nurses, the Meeting of Experts on the International Classification of Radiographs of Pneumoconioses, and the Committee of Social Security Experts.

It also approved the convening, jointly with the Food and Agriculture Organization, of a Technical Meeting on Co-operatives for the Near East (this meeting to be held this year), and of a Technical Meeting on Fishery Co-operatives in Europe and North America.

It was also decided to establish a Panel of Consultants on Problems of Women Workers. This Panel will be composed of 27 persons, nine representing governments, nine representing the employers and nine representing the workers. The first meeting of the Panel will be held during the last quarter of the year. It will examine the following questions: recent trends in women workers' opportunities and needs; conditions and problems of women working in agriculture; women's wages; and the ILO future program as regards women workers.

ILO Issues Reports on Trade Union Rights in the U.S.S.R.

The International Labour Organization last month published a report on trade union rights in the U.S.S.R.

The report consists of documents relating to the case concerning the U.S.S.R. dealt with by the Committee on Freedom of Association of the Governing Body of the International Labour Office in its 23rd and 27th reports. It also contains a letter to ILO Director-General David A. Morse from A. A. Arutiunian, then representative of the U.S.S.R. Government on the Governing Body.

Publication of the report is in accordance with a decision of the Governing Body on November 20, 1958 to give full publicity to the reports of its Committee on this case and to the letter received from the U.S.S.R. Government.

The 23rd Report of the Committee contains an analysis of the complaint presented by the International Confederation of Free Trade Unions and of the observations of the Government of the U.S.S.R. on the complaint, cites the texts of the principal legislative provisions and other documents relating to the trade union situation in the U.S.S.R., and reproduces the conclusions

of the Committee on Freedom of Association.

The 27th Report of the Committee contains the text of a communication from the Government of the U.S.S.R., in which the Government comments on the conclusions contained in the 23rd Report of the Committee. It reproduces the further conclusions of the Committee and its recommendation to request the Government of the U.S.S.R. to consent to referral of the question of freedom of association in the U.S.S.R. to the Fact-Finding and Conciliation Commission on Freedom of Association.

Copies of the report, *Trade Union Rights in the U.S.S.R.*, will be available in the near future from the ILO Canada Branch Office, 202 Queen Street, Ottawa.

Also last month, Director-General David A. Morse announced that he has appointed Ivan Sadtschikov to be Director of an ILO Branch Office in Moscow to be opened shortly. Mr. Sadtschikov's appointment will take effect on April 1.

The ILO already has Branch Offices in the following capitals: Bonn, London, New Delhi, Ottawa, Paris, Rio de Janeiro, Rome, Tokyo and Washington.

ILO Survey Mission on Freedom of Association Now in U.S.

At the invitation of the United States Government, a special four-man survey mission from the International Labour Office last month began a three-month survey of conditions relating to freedom of association in that country.

In March 1958 the Governing Body of the ILO decided that the Director-General should undertake a continuing factual survey into conditions relating to freedom of association in all ILO member states. This survey was to include studies to be made on the spot in member countries at the invitation of their governments.

The U.S. was the first member nation of the ILO to invite a freedom of association survey. Secretary of Labor James P. Mitchell invited the mission to the U.S. during the 1958 International Labour Conference last June. Later this year, the same mission will visit the U.S.S.R. The Soviet Union was the second country to invite a study. Other member countries will be visited as their governments invite the survey mission.

Heading this special mission is John Price, chief of the ILO's newly-formed

Freedom of Association Survey Division with the rank of Special Assistant to ILO Director-General David A. Morse.

The survey group expects to talk with government officials, labour relations authorities, trade union and management representatives, industrial relations experts and others interested in the field. The survey will thus not be limited to official and documentary sources.

Mr. Morse stated that "this broad survey initiates a major new continuing program for the ILO. Collection of the full facts about freedom of association on a world-wide basis will be an important contribution to understanding of the problem and an influence for improvement of the situation. In addition, it will enable the ILO to plan its work more effectively to promote fuller observance of freedom of association. Such inquiries as the present one may lead to practical action in the fuller development of the ILO's work in the fields of labour-management relations, worker and management education, labour relations legislation, and trade union law."

TEAMWORK in INDUSTRY

The machinery of joint consultation is making an important contribution both to production efficiency and the welfare of employees at Plant 90 of the Continental Can Company of Canada in Toronto.

The plant Labour-Management Committee meets once a month, and its membership consists of plant manager W. J. Gregory, personnel supervisor Harry Graham, a representative from the industrial engineering department, K. V. Webb, general foreman E. J. Radcliffe, and five members of Local 2514 of the United Steelworkers of America: James Tufano, Harold Clark, Joe Frain, Alex Clark, and Robert Flowers.

"The organization suffers no shortage of topics to discuss nor projects to tackle," reported Mr. Graham. "Customer complaints, spoilage, absenteeism, plant house-keeping and production efficiency—these and many other related subjects come before it for examination, debate and decision."

Mr. Graham pointed out that committee meetings are held in a friendly and most informal manner. "The idea is to get things done," he explained. "Mere formalities often add up to a waste of valuable time."

He also described a useful variation in the traditional methods of recording minutes. "Most of our important conclusions are set down in anonymous fashion. It encourages members to speak out. Besides, we strive for unanimous decisions. We feel that the committee's voice is the one to be heard."

Mr. Tufano, who has been president of Local 2514 since 1952, and an employee of the company for 32½ years, explained that, two or three days prior to a Labour-Management Committee meeting, union representatives present their management counterparts with an agenda of topics the union proposes to discuss. Management provides the same courtesy for the group's union members.

"The committee benefits all of us—management and employees alike," remarked Mr. Tufano. "Progress has been steady, and good relations have been built up through joint consultation.

"Mind you," he added, "we don't always agree. But the main objective of our committee members is to work on a problem until we come up with solutions that

are mutually satisfactory. I would say that in the majority of cases we achieve that objective."

Two general impressions make quite an impact on visitors. The first is the atmosphere of harmony and easy informality which prevail throughout the plant. The second is the unusual cleanliness and streamlined efficiency which appears to be an integral part of the operation of this complex and busy Canadian enterprise.

Heart of the Labour-Management safety activity is the Joint Safety Committee, composed of two union and two management representatives. The committee holds monthly meetings, and these are attended by all shop stewards (who are the safety representatives in each department), foremen, and management representatives from the plant manager down.

The group concerns itself with all phases of plant safety, including employee education, creation and posting of accident prevention slogans, adoption of safety equipment, and the overseeing of two other areas whose proper function concerns safety: tool conservation and plant housekeeping.

Every week the four-man joint committee tours the plant on a safety inspection, keeping a sharp lookout for potential hazards that might arise either from the machine environment or the unsafe work habits of employees.

Biggest of the plant's safety display devices is the "Continental Charlie" tableau, the product of a joint union-management proposal to call attention to Plant 90's "slogan of the month".

As recently as 1957, Plant 90 employees won the Industrial Accident Prevention Associations' award for 250,000 accident-free hours. This record climbed to 383,317 hours in September of that year. The best record was achieved in December 1958, when the plant hit an all-time high of 500,000 accident-free hours.

Personnel Supervisor Graham sums up the value of labour-management co-operation in these words: "What the Continental Can Company and its employees are demonstrating is that no industrial problem goes for long unsolved when management and labour seek solutions together."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during February. The Board issued six certificates designating bargaining agents, ordered one representation vote, rejected five applications for certification, and issued an Order to bargain collectively. During the month the Board received ten applications for certification, one application for revocation of certification, and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. International Union of Operating Engineers, Local 796, on behalf of a unit of compressor operators employed by Northspan Uranium Mines Limited, Elliot Lake, Ont., at its Panel Mine, Lacnor Mine and Spanish American Mine. Local 1554 of the Canadian Labour Congress intervened (L.G., Mar., p. 270).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen-helpers employed by Montreal Ottawa Express Limited, operating in and out of the City of Montreal (L.G. Feb., p. 156).

3. Eldorado Mining and Refining Group of the Civil Service Association of Canada on behalf of a unit of technicians and maintenance employees of Eldorado Mining and Refining Limited, employed in its Metallurgical Laboratories at Tunney's Pasture, Ottawa (L.G., Mar., p. 271).

4. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Sea-Van Express Ltd., operating in and out of its Vancouver Terminal (L.G., Mar., p. 271).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Shell Canadian Tankers,

Limited aboard its MV *Tyee Shell* operating on the West Coast (L.G., Mar., p. 272).

6. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by Los Angeles-Seattle Motor Express, Inc., Seattle, U.S.A., at its Vancouver terminal (L.G., Mar., p. 272).

Representation Vote Ordered

United Steelworkers of America, applicant, and Canadian Arsenals Limited, respondent (Gun Ammunition Division, Lindsay, Ont.) (L.G., Feb., p. 156) (Returning Officer: F. J. Ainsborough).

Applications for Certification Rejected

1. Lakehead Grain Elevator Electrical Workers (independent), applicant, Saskatchewan Wheat Pool, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (Terminal Elevator Division at Fort William and Port Arthur, Ont.) (L.G., Feb., p. 156) (See Reasons for Judgment below).

2. Lakehead Grain Elevator Electrical Workers (independent), applicant, Eastern Terminal Elevator Company Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (Grain elevator at Port Arthur, Ont.) (L.G., Feb., p. 156) (See Reasons for Judgment below).

3. Lakehead Grain Elevator Electrical Workers (independent), applicant, Manitoba Pool Elevators, respondent, and

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (Grain elevators at Porth Arthur, Ont.) (L.G., Feb., p. 156) (*See Reasons for Judgment below*).

4. Lakehead Grain Elevator Electrical Workers (independent), applicant, McCabe Grain Company Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (Grain elevator at Port Arthur, Ont.) (L.G., Feb., p. 156) (*See Reasons for Judgment below*).

5. Lakehead Grain Elevator Electrical Workers (independent), applicant, United Grain Growers Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station employees, intervener (Grain elevator at Port Arthur, Ont.) (L.G., Feb., p. 156) (*See Reasons for Judgment below*).

Order to Bargain Collectively Issued

During the month the Board gave consideration to a complaint referred to it by the Minister of Labour under Section 43 of the Act, affecting the National Association of Marine Engineers of Canada, Inc., complainant, and the Gulf and Lake Navigation Company Limited, respondent (L.G., Mar., p. 272). The Board issued an Order requiring the respondent company to bargain collectively with the complainant, in the terms of the following Order.

ORDER

Upon the complaint made by the National Association of Marine Engineers of Canada, Inc., complainant, to the Minister of Labour that the Gulf and Lake Navigation Company, Limited, respondent, has failed to comply with paragraph (a) of Section 15 of the Industrial Relations and Disputes Investigation Act having been referred by the Minister of Labour to this Board pursuant to Section 43 of the said Act;

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; 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; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

And this Board having made inquiry in respect of the said complaint and the complaint having been set down for hearing by the Board and having come on for hearing and this Board having heard representatives of the complainant and the respondent, and having considered the evidence presented to the Board;

THIS BOARD DOES FIND that the Gulf and Lake Navigation Company, Limited, being a party to collective bargaining with the National Association of Marine Engineers of Canada, Inc., the certified bargaining agent for marine engineers employed by the said Company, excluding chief engineers, has failed to comply with the provisions of paragraph (a) of Section 15 of the Industrial Relations and Disputes Investigation Act; and

THAT the agreement covering marine engineers made by the Gulf and Lake Navigation Company, Limited, with the Seafarers' International Union of North America, Canadian District, on or about October 30, 1958, has no force or effect for the reason that the National Association of Marine Engineers of Canada, Inc., is certified as the exclusive bargaining agent for the marine engineers employed by the Company; and

THIS BOARD HEREBY ORDERS the Gulf and Lake Navigation Company Limited forthwith to commence collective bargaining with the National Association of Marine Engineers of Canada, Inc., the certified bargaining agent of marine engineers employed by the Company exclusive of chief engineers, with a view to the completion of a collective agreement between them covering such engineers and to make every reasonable effort to conclude such agreement; and

FOR THIS PURPOSE to cause its authorized representatives to meet with the representatives of the National Association of Marine Engineers of Canada, Inc., at such times and places as shall be agreed upon for this purpose.

The parties are requested to report from time to time to the Chief Executive Officer of this Board on the progress of collective bargaining between the said parties.

Leave is given to either of the said parties to apply to this Board for further directions in respect of any matter arising out of or relating to this Order or the complaint as the circumstances of the case in the opinion of such party may require.

By Order of the Canada Labour Relations Board.

(Sgd.) BERNARD WILSON,
Chief Executive Officer.

Applications for Certification Received

1. International Longshoremen's Association, Inc., on behalf of a unit of baggage and cargo checkers employed at the Port of Quebec by Albert G. Baker Limited and Quebec Terminals Limited (Investigating Officer: C. E. Poirier).

2. International Union of Operating Engineers, Local 882, on behalf of a unit of stationary engineers employed by Pacific Elevators Ltd., in its Pellet Mill at Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

3. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Help-

ers of America, on behalf of a unit of drivers and dockmen employed by Sabre Freight Lines Limited, Windsor, Ont., operating in and out of its terminal at Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

4. United Steelworkers of America on behalf of a unit of truck drivers employed by Uranium Truck Lines Limited, Spragge, Ont. (Investigating Officer: A. B. Whitfield).

5. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and hoistmen employed by Canadian Dyno Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).

6. Halifax Tow Boat & Salvage Union (Independent Local No. 1), on behalf of a unit of licensed and unlicensed personnel employed aboard tugs owned and operated by Foundation Maritime Limited (Investigating Officer: D. T. Cochrane).

7. Transport Drivers, Warehousemen and Helpers' Union, Local 106, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, dockmen, and mechanics employed by Taggart Service Limited, operating in and out of its terminals at Kingston, Ottawa, Pembroke, Perth, Renfrew and Toronto in Ontario, and Montreal in Quebec (Investigating Officer: G. A. Lane).

8. Grain Workers Local Union No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of miscellaneous classifications of employees of Pacific Elevators Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

9. Saskatchewan Wheat Pool Employees' Association on behalf of a unit of employees of the Saskatchewan Wheat Pool, employed in its Vegetable Oil Division, Saskatoon, Sask. (Investigating Officer: J. S. Gunn).

10. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Shell Canadian Tankers, Limited, aboard the MV *Tyee Shell* operating on the West Coast (Investigating Officer: D. S. Tysoe).

Applications for Certification Withdrawn

1. Quebec Express, Luggage, Baggage Checkers and Receiving Clerks' Association, applicant, Quebec Terminals Limited,

respondent, and International Longshoremen's Association, Inc., intervener (L.G., Feb., p. 156).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and B.C. Seattle Transport Limited, Burnaby, B.C., respondent (L.G., Mar., p. 271).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Canadian National Railways, respondent (Purchasing & Stores Accounting Centre, Montreal) (L.G., Mar., p. 272).

Application for Revocation of Certification

Victor Gould, *et al*, applicants, the National Association of Marine Engineers of Canada, Inc., respondent, and the Gulf and Lake Navigation Company, Limited, respondent (Investigating Officer: Remi Duquette). The application was for the revocation of the certification issued by the Board in June 1953 to the National Association of Marine Engineers of Canada, Inc., in respect of a unit of second and third engineers employed aboard the SS *Cedarton* and SS *Birchton*, owned and operated by the Company (L.G., August 1953, p. 1154).

Reasons for Judgment in Certification Application Affecting

Lakehead Grain Elevator Electrical Workers, applicant
and

Saskatchewan Wheat Pool, Eastern Terminal Elevator
Company Limited, Manitoba Pool Elevators, McCabe Grain
Company Limited, United Grain Growers Limited, respondents
and

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

These are five separate applications made by the same applicant for certification as bargaining agent in each instance of a unit of electrical maintenance workers who are a part of the maintenance staff employed in terminal grain elevators operated by the respondents at the Head of the Lakes.

In the application affecting the Saskatchewan Wheat Pool, which covers employees in four terminal elevators, the proposed unit consists of four electricians (one in each elevator) and 17 helpers. In the application affecting the Eastern Terminal Elevator Company, Limited, which covers employees in a single terminal elevator, the proposed unit consists of one electrician, one assistant electrician, and one electrician assistant. In the application affecting Manitoba Pool Elevators the proposed unit covers employees in four elevators and consists of five electricians and three assistant electricians. In the

application affecting the McCabe Grain Company, Limited, which covers employees in a single terminal elevator, the proposed unit consists of one electrician, one electrician's helper and one part-time electrician's helper who is a trainee for other duties. In the application affecting United Grain Growers, Limited, which covers employees in a single terminal elevator, the proposed unit consists of one electrician, one assistant electrician, and one helper. In the case of each application the majority of employees in the proposed unit are members of both the applicant and the intervener organization.

In the case of each application the employees in the proposed unit are at present part of a plant or multi-plant unit consisting of all terminal elevator employees below the rank of general foreman, exclusive of master mechanics, office staff and watchmen. This unit is represented in each instance by the intervener as bargaining agent and is covered by a collective agreement entered into between the intervener and the respondent.

According to the information furnished to the Board the same situation exists in all other terminal grain elevators operated

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. A. H. Balch, E. R. Complin, J. A. D'Apoust, A. J. Hills and A. R. Mosher, members.

The Judgment was delivered by the Vice-Chairman.

by other employers at the Head of the Lakes. Similarly, insofar as the knowledge of the Board extends, in the case of terminal elevator operations on the West Coast and at points in Eastern Canada, involving other companies and other unions, under existing collective bargaining practices the unit recognized for collective bargaining purposes has been a plant unit covering similar classifications.

In the plant units in the terminal grain elevator establishments covered by the present applications the employees in the proposed units of electrical workers are in fact a part of the maintenance staff employed in the elevator comprising millwrights, carpenters, blacksmiths, welders and tinsmiths.

The plant unit includes, in addition to the foregoing, other classifications pertaining to terminal grain elevator operations such as shovellers, labourers, cleaners and oilers.

Electrical helpers and assistant electricians are ordinarily drawn from the ranks of the employees in the plant unit by the exercise of seniority rights. They do not undergo an apprenticeship in the electrical trade or other prescribed or systematic course of training or examinations leading to a qualified journeyman electrician status such as is generally required in obtaining skilled craft status and recognition. While these helpers are apparently engaged for the greater portion of their time in assisting the electrician in plant electrical maintenance work they may be assigned from time to time as circumstances warrant to other maintenance work and to work with other members of the maintenance group on other or joint maintenance assignments.

The electricians, as distinguished from the helpers, are apparently wholly engaged in electrical maintenance work and, in a majority of the plants but not all, hold provincial electricians' licenses. The electrical work of the employees in the proposed unit consists of maintenance work and minor installations.

In short, in so far as the maintenance groups in these establishments are concerned, they are typical, in the way in which they are organized and work together and in the general scope of their work and in their community of interests, of maintenance groups of employees in many other industrial establishments.

In the case of the Seafarers' International Union and Canadian Pacific Railway Company this Board in its judgment (reported in Canadian Labour Law Reporter at page 12037) said:

It is the duty of the Board in considering any application for certification to determine the appropriate bargaining unit. The Board

does not consider it either feasible or desirable to attempt to formulate rigid rules for application in determining an appropriate bargaining unit. The established practice in the industry, local conditions and considerations and special circumstances relating to the manner in which the work is organized and carried on in the employer's establishment are all factors which may enter into the conclusion arrived at in any particular instance.

In the case of the Canadian Air Line Dispatchers' Association, applicant, and Canadian Pacific Air Lines Limited, respondent (Canadian Labour Law Reports, at page 2183-11), an application for recognition of a new craft union to be carved out of a larger existing unit represented by the Order of Railroad Telegraphers, the Wartime Labour Relations Board in its judgment said:

The Board is of opinion that substantial grounds should be shown to warrant the breakdown of an existing bargaining unit into smaller subdivisions thereof. Considering the employees affected have been accorded recognition for collective bargaining in the bargaining unit as now constituted and the objections advanced towards the establishment of a separate bargaining unit at this time, the Board is not satisfied that in the present circumstances a new bargaining unit should be established or that the proposed bargaining unit is more appropriate for collective bargaining. Moreover, the Board is not prepared to find upon the information before it that the interests of the employees in the proposed bargaining unit require the establishment of a separate bargaining unit and the appointment of separate bargaining representatives in order to properly represent their interests for the purpose of collective bargaining with their employer.

The effect of the present applications would be not only to carve a new unit out of an existing established plant unit in each case, but also to segregate in a separate unit from other plant maintenance employees who work together under the chief maintenance mechanic or superintendent, a smaller group comprising only those classifications of maintenance employees who spend the majority of their time on electrical maintenance work.

Upon the basis of the information furnished to the Board, which has been outlined above, the Board is not satisfied that the unit applied for in each case constitutes a craft unit within the meaning of Section 8 of the Industrial Relations and Disputes Investigation Act, nor that the grounds advanced for the establishment of a new and separate unit comprising a limited group of maintenance employees warrant the Board in finding the unit to be appropriate as a separate bargaining unit.

The Board has accordingly rejected the applications.

(Sgd.) A. H. BROWN,
For the Board.

Dated at Ottawa, March 11, 1959.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hill the Mover (Canada) Limited, Chilliwack, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. H. Purvis).

2. Shipping Federation of British Columbia and Local 506, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

3. Westmount Moving and Warehousing Limited, Montreal, and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette).

4. Burrard Inlet Tunnel and Bridge Company, North Vancouver, and Building Service Employees International Union, Local 244 (Conciliation Officer: G. R. Currie).

5. Nordair Limited, Roberval, Que., and The Syndicate of Employees of Nordair (Conciliation Officer: C. E. Poirier).

Settlements Reported by Conciliation Officers

1. Eldorado Mining and Refining Limited, Eldorado, Sask., and Local 913, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: J. S. Gunn) (L.G., March, p. 272).

2. Quebec Television (Canada) Limited and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette) (L.G., Jan., p. 54).

3. Radio-Nord Inc., Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette) (L.G., Jan., p. 53).

4. Pacific Tanker Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. and

Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie) (L.G., May 1958, p. 494).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian Pacific Air Lines, Limited and Canadian Air Line Flight Attendants' Association (L.G., March, p. 273) was fully constituted in February with the appointment of W. E. Philpott, Vancouver, as Chairman. Mr. Philpott was appointed on the joint recommendation of the other two members, T. E. H. Ellis and Alex B. MacDonald, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in January to deal with a dispute between Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions), including Quebec Central Railway and Dominion Atlantic Railway, and Brotherhood of Locomotive Firemen and Enginemen (L.G., March, p. 273) was fully constituted in February with the appointment of Hon. Mr. Justice André Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed in the absence of a joint recommendation from the other two members, Ira J. McNaughtan, Vancouver, and Marc Lapointe, Montreal, who were previously appointed on the nomination of the company and union respectively.

Board Report Received of Settlement Reached

Hill the Mover (Canada) Limited, Ottawa and Toronto Terminals, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 273). The text of the report is reproduced below.

Ontario Compensation Cases

Compensation cases involving workers in classes coming under the Industrial Accident Prevention Associations of Ontario totalled 24,501 in 1958, compared with 27,048 in 1957.

U.K. Unemployment

The number of unemployed in Britain dropped by 58,000 between mid-February and mid-March to an estimated 550,000, reducing the unemployment rate from 2.8 per cent to 2.5 per cent.

Report of Board in Dispute between

Hill the Mover (Canada) Limited, Ottawa and Toronto Terminals
and

International Brotherhood of Teamsters

The Board of Conciliation and Investigation appointed by you has investigated the matters in dispute between the above parties.

A meeting of the Board was arranged for Tuesday, Jan. 27, 1959 but owing to the sudden serious illness of G. T. Dodd, General Manager of the company, it was agreed by both parties that the meeting should be postponed until Tuesday, Feb. 17, 1959. The Chairman was advised by Bernard Wilson, under date of Feb. 5, 1959 that, in view of their postponement,

During February, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Hill the Mover (Canada) Limited, Ottawa and Toronto terminals.

The Board was under the Chairmanship of Leo McLaughlin, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, Gerard Kelly and Mel Kerr, both of Toronto, nominees of the company and union respectively.

The text of the report is reproduced here.

you had granted an extension of the time limit for the submission of the Board report to March 5, 1959.

The meeting of the Board was held at the King Edward Hotel, Toronto, Ont., on Feb. 17, 1959. Representatives of both the company and the union at this meeting advised the Board that a basis of settlement had been reached on many of the clauses of a proposed collective agreement, but that there were a number of clauses in which a basis of settlement had not been reached.

All of these matters in which settlement had not been reached were discussed thoroughly by all present and the Board is pleased to report that a basis of settlement was reached on all matters.

The Board wishes to thank the representatives of both parties for their co-operation and to congratulate them on the excellence of their presentations.

All of which is respectfully submitted.

(Sgd.) LEO McLAUGHLIN,
Chairman.

(Sgd.) GERARD KELLY,
Member.

(Sgd.) MELROSE S. KERR,
Member.

February 19, 1959.

A refusal by the Plumbers Union to refer men to a construction job because prefabricated pipe used in the work came from a plant that did not employ Plumbers violates the Taft-Hartley Act, the U.S. National Labor Relations Board has ruled.

The Board held that the union's refusal to refer men at the request of the contractor constituted a "strike" that was illegal under the Act. The pipefitters who were not referred were held to be "employees" of the contractor, even though they did not present themselves for work, and the union's refusal to refer them was held to be the same as if it had called them off the job when they were at work.

The Board's reasoning was based on its finding that the contractor and the union had an exclusive hiring hall arrangement, which made journeymen dependent on the union for jobs.

A comparatively rare kind of agreement which allows for pension payments to be adjusted in accordance with changes in the cost of living was recently reached by the trustees of a pension fund for members of the Chicago Truck Drivers Union, employees of three trucking firms. The pension plan is financed by contributions from employers at the rate of \$2 per employee per week.

Pensions are now set at \$75 a month, excluding social security payments, for employees who retire at the age of 65 years after 20 or more years service. Beginning July 1, if the consumer price index for May is 124.0 or more, pensions will be adjusted by \$5 a month for each change of three points in the index. The trustees, however, have the right to amend or abolish the cost-of-living allowance at any time.

LABOUR LAW

Ont. Labour Federation Studies Province's Industrial Health and Safety Legislation

Special committee finds legislation vague in application, inadequately enforced, and in part outdated; makes recommendations for government and labour movement

Industrial safety and health legislation in Ontario is vague in application, in part outdated, and inadequately enforced, the Ontario Federation of Labour contends in an *Accident Prevention Report* based on a study of legislation in the field by its Special Committee on Accident Prevention and Industrial Hygiene. The legislation is administered by several government departments.

The Committee made ten recommendations under three headings: new legislation, amendments to existing legislation, and further study of safety legislation and unsafe practices and conditions by the labour movement itself.

During its inquiry, the Committee, which was headed by Murray Cotterill of the United Steelworkers of America, held open sessions at Toronto and Sault Ste. Marie, at which briefs and direct submissions were heard, and distributed questionnaires to locals affiliated to the Federation.

The main reasons for the failure of the accident and health machinery, in the opinion of the Committee, are its complexity, lack of simple procedures, the fact that its enforcement is dependent upon decisions of officials reluctant to make them, and ineffective employee participation on plant safety committees because management seldom permits the union to choose its representatives for such committees.

The Report points out that the Factory, Shop and Office Building Act, administered by the Department of Labour, is the basic piece of industrial safety and health legislation of the province, but that it is impossible for the present staff of the Factory Inspection Branch to carry out thorough and regular inspections.

A second major Act dealing with safety is the Mines Act. Enforcement of safety precautions in mining is the responsibility of one inspector out of a total of 18. This inspector supervises eight Mine Safety Stations at which superintendents train volunteers in mine safety. This work is financed by the Workmen's Compensation Board.

Reviewing other safety and health legislation, the Report notes that the Highway Traffic Act gives limited protection to highway transportation employees. The Department of Health is responsible for industrial hygiene. Municipal governments are responsible for safety in areas of construction. Various other pieces of legislation cover trade practices. The Workmen's Compensation Board, too, has power, indirectly, to insist on safety practices because it sets the premiums paid by employers and can withdraw the protection of group coverage.

In addition, accident prevention and safety associations, financed by the Workmen's Compensation Board, have been set up by employer groups. Some of these associations have inspectors but, because of lack of enforcement powers, the effect of their safety recommendations is largely that of moral persuasion. They cannot be considered to be more than educational associations. Although as a result of their educational programs, many foremen and executives have been well trained in safety practices, the programs have not been effective at the employee level where the danger exists.

Part of the duties of these associations is to draw up safety rules for the industry within their jurisdiction, but the Committee was not able to find one local that knew what these rules were. There are suggested safe practices, guides and safety cartoons, the Committee stated, but no clear-cut statement of what is right or wrong, safe or unsafe, or what should be done about it. There is no way in which an employee can insist upon immediate correction of unsafe practices and conditions by an employer.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Report's recommendations were:

1. The Government should establish an Ontario Safety Authority which would:

(a) be composed of equal numbers of employer and union representatives, together with representatives of designated provincial government bodies and other provincial and municipal agencies concerned with safety and health;

(b) be empowered, following public hearings, to establish rules governing safe practices in industry. Copies of these rules should be made available to employees and the general public, as well as to employers;

(c) receive copies of all regular reports of provincial and municipal safety inspectors and accident reports of the Workmen's Compensation Board;

(d) be empowered to order the immediate discontinuance of any unsafe or unhygienic practice or condition, and to assess daily penalties for failure to observe such an order;

(e) be empowered to co-ordinate public educational activities in the field of industrial safety and hygiene.

2. The Labour Relations Act should be amended to require that, in all collective agreements covering 15 or more employees, provision be made for the establishment of a job or plant accident prevention committee, with union-designated representatives sharing equal representation with management. These committees would be required to hold regular meetings, maintain records, provide facilities for complaints and recommendations, and to perform certain inspections and investigations.

3. Acts or regulations which prevent the union from receiving copies of reports or recommendations of provincial or municipal safety inspectors should be amended.

4. When a union makes a complaint regarding unsafe practices or conditions to a government agency, the inspector assigned to investigate the complaint should be required to contact the union as well as the employer.

5. The Department of Health should conduct studies of air pollution, use of polluted water in industry, the transmission

of disease in hospitals and among groups working in close quarters, and the effects of radiation.

6. Workmen's Compensation Board funds should not be used to finance employers' safety associations.

7. The Mines Act should be amended to provide standards of moisture control, heat, cold and sanitary provisions similar to those contained in the Factory, Shop and Office Building Act so that plants such as steel mills coming partly under the Factory, Shop and Office Building Act and partly under the Mines Act would be subject to one standard.

8. The Federation (of Labour) should conduct a detailed study of deficiencies and out-of-date practices or conditions permitted under provincial safety legislation, with a view to recommending amendments.

9. Local unions affiliated with the Federation should set up safety, health, compensation and welfare committees to study and report on unsafe practices and conditions in their place of employment. The union would insist upon the acceptance of these committees as a part of any accident prevention organization set up by management.

10. National and international unions with locals affiliated with the Federation should designate full-time departments to assist locals in the establishment of plant safety committees and to keep them informed of new legislation and developments in industrial safety and health. The Federation's Welfare Department should assist those locals whose national or international unions could not undertake this work.

The Report points out that since the 1950 Report of the Honourable Mr. Justice W. D. Roach on the Workmen's Compensation Act the Government has had before it specific proposals for union co-operation in a safety and health program, but that these have been resisted by employer groups. Consequently, collective bargaining in this field is considered to be as essential as representations to the Government for new or amended legislation.

The United Nations Commission on Human Rights added a provision to the draft declaration on the rights of the child that would give social protection to children born out of wedlock.

The declaration would now provide that children, "whether born in or out of wedlock," shall receive all the rights set forth in the Universal Declaration of Human Rights, regardless of "race, colour, sex, language, religion, political or other opinions, national or social origin, property, birth or other status—whether of himself or of either of his parents."

The draft has been before the U.N. since 1950, and 21 countries have commented on it.

Legal Decisions Affecting Labour

Supreme Court of Canada dismisses claim for damages against railway company for losses incurred when train crew refused to cross picket line. B.C. Court of Appeal holds union liable for damages for breach of Labour Relations Act

The Supreme Court of Canada rejected the appeal of a planing company which claimed damages from a provincial railway for losses incurred when a train crew refused to cross a picket line.

In British Columbia the Court of Appeal found a trade union a legal entity and liable for damages resulting from a breach of the Labour Relations Act.

Supreme Court of Canada...

...holds railway not liable for damages caused by a train crew's refusal to cross a picket line

On January 27, 1959, the Supreme Court of Canada, confirming the ruling of the British Columbia Court of Appeal, by a majority decision (3-2) held that a railway was not liable for damages suffered by a planing mill as a result of a train crew's refusal to cross a picket line.

The Court ruled that to the duty of the railway to furnish services there is a correlative obligation on the customer to furnish reasonable means of access to his premises. If the access to the customer's premises was obstructed, the primary responsibility lay with the customer to free its premises of trespassers. The railway was entitled, as a condition of furnishing its services, to a reasonable access to the customer's premises. The railway was under no obligation to ascertain whether or not picketing against a particular firm was or was not legal; it was the primary responsibility of the customer to take such legal action as might be necessary to have the pickets removed. When the customer failed in this responsibility, the railway was not liable for the damages suffered by the customer as a result of a train crew's refusal to cross a picket line.

Briefly, the circumstances of the dispute were as follows.

A planing mill of A. L. Patchett and Sons Limited at Quesnel, B.C., was picketed by the International Woodworkers of America. The switching crews of the Pacific Great Eastern Railway Company, alleging a fear of violence by the IWA, refused to cross the picket line to serve the planing mill. As a result, the service facilities, which it was the railway's statutory duty to supply to the company, were interrupted for a few days. These facilities were resumed and picketing stopped when Mr. Justice Clyne issued an interim man-

datory order directing the railway to perform its statutory duty.

The company brought an action for damages against the railway. On February 22, 1956, the Supreme Court of British Columbia found the railway liable for losses suffered by the company as a result of the railway's failure to discharge its statutory duty (L.G., June 1956, p. 726).

The railway appealed the decision. On September 10, 1957, the Court of Appeal by a majority decision reversed the lower court judgment. The Court of Appeal ruled that the railway was not liable for the losses incurred by the company, holding that labour conditions such as a strike or picketing were an element to be considered in determining what was a reasonable time for a common carrier to comply with a shipper's request for service (L.G., Feb. 1958, p. 179).

The judgment was appealed to the Supreme Court of Canada. The majority decision of that Court, rejecting the company's appeal, was rendered by Rand, Abbott and Judson, J.J.

Mr. Justice Rand in his reasons for judgment noted that the case against the railway was based on the sections of the provincial Railway Act dealing with facilities and the acceptance, carriage and delivery of goods. The precise duty of the railway is declared in Section 203 (1) (c), which reads:

(c) without delay, and with due care and diligence, receive, carry, and deliver all such traffic.

The company argued that the duty of the railway to furnish facilities, so far as conduct of employees may affect that duty, is absolute, and, just as the employer is liable for the negligent act of his employee, so is he liable for a deliberate refusal to work by any of them.

In Mr. Justice Rand's opinion, the pertinent question was whether that absoluteness could be attributed to the language of the statute and, if not, what, if any, excuse was there when the performance of a public carrier breaks down through cessation or refusal of work by employees because of a labour dispute.

In the case of a lawful general strike of a group of essential employees of a carrier, it would be out of the question, he thought, to interpret the Act as creating a liability for not doing what, in the nature

of the situation, a carrier was, for the time being, unable to do.

He then dealt with the question of whether the result would be different if the cessation of work was illegal as in violation of law or in breach of contract.

Assuming that there was an illegal strike of all trainmen in sympathy with that of other employees, of the same employer or another, between whom there was no common interest beyond what is viewed as the general interest of workmen, no civil remedy could effect directly a compulsion to work, and damages, if available, would take much time and involve many difficulties. The illegality could be declared and, in a proper case, criminal prosecution invoked, but that again would take time, and during such time to hold a railway bound to an absolute obligation would involve a regulation of public services by private agencies toward patrons, this, in Mr. Justice Rand's opinion, our law does not permit. He added that "under the present conceptions of social organization, apart from criminal law, the settlement of such a dispute must result from the pressure of the interests or necessities of the strikers or the employer or the force of public opinion."

Apart from statute, the undertaking by a private agency of a public carrier service as an economic enterprise is done on the assumption that, with no fault on the agency's part, normal means will be available to the performance of the agency's duty. That duty is permeated by reasonableness in all respects and that duty furnishes the background for the general language of the statute.

The qualification of reasonableness is exhibited in the furnishing of facilities: a railway, for example, is not bound to furnish cars at all times sufficient to meet all demands; its financial necessities are of the first order of concern and play an essential part in its operation, bound up as they are with its obligation to give transportation for reasonable charges. A railway has to give a reasonable service. Saving any express or special statutory obligation, that characteristic of reasonableness extends to the carrier's entire activity, and within such scope of duty a carrier is subject to the Railway Act. The duty of a carrier being one of reasonableness, the solution of each situation must depend upon its total circumstances.

The carrier must take reasonable steps to maintain its public functions, and its liability to a person damaged by a cessation or refusal of service must be determined by what the railway, in the light of its

knowledge of the facts, has effectively done or can effectively do to resolve the situation.

The failure of the railway to perform services lasted eight days. The railway did not take any measures against the employees refusing to work. Its directing officers, acting under a vague notion that there was a "strike," acquiesced in the refusal of service even though the superintendent paid lip service to the company's demands by repeated orders to the train crew to "switch the siding," which they ignored.

It was submitted that the railway should have applied for an injunction against its own employees. To compel an employee to carry out orders on penalty of dismissal or suspension for refusal might have aroused the railway brotherhood, and, in the circumstances, it would be asking the railway to face a further real danger of disrupting its services throughout the district.

There was also the question of time. Whatever legal action might have been taken by the railway to force its employees to work, the ordinary course of the mill work, including the siding services, would have been interrupted.

Also it was doubtful whether the railway was able to take steps against the pickets. They were not on railway property and there was no interference with the operation of the main line. If there was a picket line, it was across the private siding, which was the company's property.

In fact, there was no dispute between the IWA and the company and the picketing was illegal. The company thus tolerated on or about its property a disruptive presence of pickets which it was known was exerting an obstructive effect on the employees of the railway and the siding operation. In these circumstances, the first and obvious step was to get rid of the intruders; but the company, rather than involve itself with the IWA in litigation, in effect called upon the railway to take steps against its own employees or the trespassers, or both. However, Mr. Justice Rand stated, it is not the function of a railway to clear away obstructions to operations on private premises when the owner acquiesces in them.

The primary responsibility, Mr. Justice Rand added, lay with the company to free its premises of trespassers who prevented, in fact, reasonable access to the company's premises. Rather than take that course the company sought to place on the railway the entire burden of breaking up the impasse. No damage suffered by the company could be attributed to a breach

of duty towards it by the railway. Had the picketing been legal, a different situation would have been presented; but with that the Court was not concerned. He therefore would dismiss the company's appeal with costs.

Mr. Justice Abbott concurred with the views expressed by Coady and Sheppard, J.J., in the Court of Appeal and by Mr. Justice Rand that the statutory duty imposed upon the railway is not an absolute duty but is only a relative one to provide service so far as it is reasonably possible to do so.

In Mr. Justice Abbott's opinion, the railway was under no obligation to ascertain whether or not picketing against a particular firm was or was not illegal. When an industrial plant is picketed in an illegal manner, the primary responsibility for taking such legal action as may be necessary to have the pickets removed rests upon the owners of the plant whose operations are those primarily affected.

Mr. Justice Judson agreed with Rand and Abbott, J.J., that the company's appeal should be dismissed. It was obvious, in his opinion, that there was interference with the switching operations into the company's plant by the mere presence of the pickets at or around the switch, coupled with union instructions to the railway employees not to pass them. Nevertheless, it was the appellant company's plant that was the primary object of the attention of the pickets and, in the circumstances, the primary responsibility for the removal of the obstruction must rest with the company. Also he was of the opinion that the railway's statutory obligation under the Railway Act was not an absolute but a relative one, as defined in Mr. Justice Rand's reasons for judgment.

Mr. Justice Locke, in his dissenting opinion, disagreed with the majority judgment of the Court of Appeal, both as to the facts which were disclosed by the evidence and as to the law applicable to the obligation of the railway under the statute. In his view, the railway refused to accept merchandise for transport or to furnish the facilities by which the material could be moved. The facilities were such as the appellant company was entitled to be afforded under ss. 203 and 222 of the Railway Act. The liability of the railway did not result from the contract of carriage but from the breach of a statutory duty.

Both ss. 203 and 222 of the Act declared that the company shall, "according to its powers," furnish reasonable and proper facilities.

It is to misconceive the nature of the statutory duty to say that a company is required merely to make reasonable efforts to furnish the required facilities. That is not the language of either of the sections. The obligation to provide adequate and suitable accommodation is not qualified. In subsection (2) of that section and in subsection (1) of section 222 the word "reasonable" precedes and qualifies the word "facilities". It is the facilities that are to be afforded that must be reasonable facilities.

In Mr. Justice Locke's opinion, the disobedience or negligence of employees has never afforded an employer an answer to a claim for the breach of a statutory duty.

Section 295 of the Railway Act declares that any person acting for or on employed by a railway company who does, causes or permits to be done anything contrary to the Act or omits to do anything required to be done by the Act on the part of the company shall be guilty of an offence against the Act. Section 296 declares that any refusal or failure shall be held to be an offence committed by the company. Penalties may be imposed for such breaches of the statute.

The messages sent by the union officers not to cross picket lines established by the IWA were actually instructing the union members to commit acts which were in breach of the provisions of section 295 of the Railway Act.

Mr. Justice Locke stated that in the United States the Labour Management Relations Act recognizes the right of an employee to refuse to cross a picket line legally established against an employer other than his own, where his contract of employment so provides. However, that is not the law of Canada in the case of employees of railways employed in the operation of trains. There is no evidence, Mr. Justice Locke added, as to the terms of the agreements between the railway and these unions which were in effect at the time but, as any agreement by the railway company which would purport to limit in any way its statutory obligations under sections 203 and 222 of the Railway Act would be invalid, it may safely be assumed that there was none.

The obligations imposed upon railways in British Columbia by sections 203 and 222 of the Railway Act and upon the transcontinental railways by section 312 of the Railway Act of Canada were enacted for the protection of the interests of the general public who require the services of these carriers. They were not enacted for the benefit of the railway companies or their employees. This fact, in Mr. Justice

Locke's opinion, seemed to have been ignored by the railway as well as by the officers of the unions concerned.

The evidence presented demonstrated that the senior officer of the railway company misconceived the nature of its statutory obligations. He appeared to have thought that the railway was helpless when the union officers ordered the railway employees to disobey the lawful orders of the railway company and to commit breaches of their duties under section 295 of the Railway Act.

The argument was presented before the Court that it was for the appellant company to take steps to enjoin the interference with its operation. However, in Mr. Justice Locke's opinion, the statutory obligation lay on the railway, and, according to the evidence presented, it was upon the railway property that the so-called pickets trespassed and impeded or prevented the operation of the engine.

Mr. Justice Locke agreed with the trial judge's finding that it was not fear of violence that induced the railway crew to disobey their orders, but that the railway men wanted to give support to another nationally recognized union.

Mr. Justice Locke added that it is not the law of British Columbia, and it never has been, that the employees of railway companies may decide for themselves whether and under what circumstances they will discharge their obligations under section 295 of the Railway Act, and under their contract of employment.

The statutory duty rests on the railway company to provide reasonable facilities and on the employees to render the services necessary to comply with that duty.

The right of the public to insist upon such facilities is not to be limited or taken away either by any action of the employees or by the lack of resolution of the officers directing the railway companies' operations. The obligation is imposed upon both by the legislature of the province and it is only that body that can change the law.

Mr. Justice Locke would have allowed the appeal with costs.

Mr. Justice Cartwright, dissenting, concurred with Mr. Justice Locke's reasons and conclusions. *A. L. Patchett & Sons Ltd. v. Pacific Great Eastern Railway Company*, the Supreme Court of Canada, January 27, 1959, unreported.

British Columbia Court of Appeal...

...confirms judgment awarding damages against a union for a breach of the Labour Relations Act

On September 9, 1958, the British Columbia Court of Appeal dismissed an appeal against the judgment of Mr. Justice Clyne

who, on November 29, 1957, awarded damages against a union as a legal entity for breach of the British Columbia Labour Relations Act (L.G., May 1958, p. 507). The Court of Appeal dismissed the union's appeal unanimously.

Mr. Justice Sheppard, however, while agreeing with the other judges that the appeal should be dismissed, would have varied the judgment of the Court below on two counts. First, he would have considered the action as being not against a trade union in its own name but as a representative action in which the defendants representing the union would be the union officials who gave evidence at the trial. Secondly, he would have restricted the union's financial responsibility for damages to union funds.

Briefly, the circumstances of the dispute were as follows. The plaintiff, Therien, the owner of some trucks, one of which he used to drive himself, had a long-standing satisfactory business relationship as an independent contractor with City Construction Co. Ltd., which hired his trucks and drivers. The company entered into an agreement with the defendant union, Local No. 213 of the International Brotherhood of Teamsters, to hire union labour only.

The union sought to have Therien and his employees join the union and he, considering himself as an employer to be prohibited from doing so by the Labour Relations Act, refused, although he agreed to his drivers' joining the union. The union then threatened to put his truck off the job and to picket the company's premises unless the plaintiff joined the union. Under the influence of these threats, the company reluctantly severed its business connection with Therien.

Therien sued Local 213 in its own name as a legal entity, claiming damages. The Supreme Court awarded \$2,500 damages against the union for unlawful interference with his occupation and the conduct of his business and issued an injunction restraining it from further interfering with the plaintiff's business. The union appealed the decision.

Chief Justice DesBrisay in his reasons for judgment noted that the union submitted in justification of its interference in Therien's affairs that any action it took was in furtherance of its own interests and those of its members, and in order to enforce the observance by the company of the terms of the collective agreement. Further the union submitted that no illegal means were used, and no actionable wrong was done to Therien in asserting the union's contractual rights.

The trial judge found that the means adopted by the union to accomplish its ends were illegal. Specifically, there was a breach of section 6 of the Labour Relations Act, which prohibited the union from using coercion or intimidation of any kind to induce Therien to join the union, and a breach of section 4, which prohibited Therien as an employer from joining the union. With the findings of the trial judge the Chief Justice concurred.

The further question arose as to whether the threats made to the company were lawful or unlawful. In the Chief Justice's opinion, the union threat to picket, if carried out, would have resulted in (a) a breach of the grievance procedure provisions of the collective agreement (section 22 of the Act); (b) a breach of section 21 of the Act (terms of collective agreement to be carried out); (c) a contravention of the intent of section 22; and (d) a cessation of work by the union's members, prohibited by section 46 (2) during the term of the collective agreement. The threats were therefore unlawful.

Even if the union's motive was lawful, it was not entitled to interfere with Therien's business and means of gaining a living by employing illegal means or seeking to induce an illegal act on the part of Therien (i.e., by coercing him to join a union).

The union accordingly could not justify its actions and the judgment of the lower Court should be sustained, unless the defence that the union was not a legal entity and could not be sued in its own name would succeed.

In dealing with the problem of the legal status of trade unions, the Chief Justice noted that the law on this subject in Canada must be taken to be as stated by Mr. Justice Rand in *Tunney v. Orchard* (1957) S.C.R. 436 at 441, where he said:

In the absence of incorporation or other form of legal recognition of a group of persons as having legal capacity in varying degrees to act as a separate entity and in the corporate or other name to acquire rights, incur liabilities, to sue and be sued, the group is classified as a voluntary association.

In the Chief Justice's opinion, the British Columbia Court of Appeal had in two cases decided that such recognition had been given by the B.C. Legislature by the enactment of the Industrial Conciliation and Arbitration Act, 1947, and by the Labour Relations Act which replaced it in 1954.

In *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union, Local No. 1* (1947) 2 WWR 510, it was held that an unincorporated trade union, which in that case had been appointed a bargaining agent under the Industrial Conciliation and Arbitration Act, was a legal entity.

In *Vancouver Machinery Depot Ltd. v. United Steelworkers of America* (1948) 2 WWR 325, Mr. Justice Smith (with whom the Chief Justice and Mr. Justice O'Halloran concurred), held that, even if a union had not been actually appointed a bargaining agent under the Act, the mere fact that it could be so appointed was sufficient to create it a suable entity.

After referring to these two cases, the Chief Justice held that, in the case at bar, the union was a suable entity because the action was founded on a breach and threatened breaches of the Labour Relations Act and the appellant union was a trade union recognized by the law of the province of British Columbia to be a legal entity separate and apart from its members.

Further the Chief Justice held that the *Tunney v. Orchard* case, claimed by the union to be conclusive of the question as to whether or not a trade union is or is not a suable entity, could not be applied to the case at bar. The *Tunney* case, in his opinion, was decided on the assumption that there had not been in Manitoba any statutory or other form of legal recognition of a trade union as having legal capacity to act as a separate entity, and the question as to whether or not that Act recognized trade unions as legal entities did not appear to have been raised in the courts at any time.

Chief Justice DesBrisay would therefore dismiss the union's appeal.

Mr. Justice Davey in his reasons for judgment noted that the trial judge held that the threat to picket the company's jobs was a threat to do an act which was illegal in three respects. It was a threat made for the purpose of compelling Therien to join the union which he was prohibited from doing by section 4 (1); such a threat constituted coercion or intimidation that could have the effect of compelling a person to join a union, which is prohibited by section 6; finally, the actions of the union constituted activity that limited production or services, contrary to section 5 (2), or was intended to do so.

In Mr. Justice Davey's view, the stand taken by the trial judge as to the contravention by the union of section 4 (1) must fail because the real purpose of the union was to force Therien to employ a union driver on the truck driven by himself. What the union really wanted was not Therien as a union member but a union driver on that truck. The real purpose was to enforce what the union considered to be the right of its members to preferential employment on company work under the terms of the collective agreement.

As to the third ground, Mr. Justice Davey was unable to see how the action of the union could in any way "restrict or limit production or services" contrary to section 5(2), or how it could be intended to do so. There was no evidence that union drivers were not available, or that his truck would be forced out of use if Therien was not allowed to drive it. Under the agreement Therien would be permitted to drive the truck if union drivers were not available.

The second ground, that the threat constituted coercion or intimidation, involved section 6 and its relation to section 8.

The sections read as follows:

6. No trade-union, employers' organization, or person shall use coercion or intimidation of any kind that could reasonably have the effect of compelling or inducing any person to become or refrain from becoming, or to continue or cease to be, a member of a trade-union.

8. Nothing in this Act shall be construed to preclude the parties to a collective agreement from inserting in the collective 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 trade-union, or to preclude the carrying out of such provisions.

Counsel for the union submitted that "coercion" or "intimidation" in section 6 meant not mere economic pressure, but conduct, or a threat of conduct, which was wrongful either at common law or under some other statute, and that section 6 did not prohibit pressure which was not otherwise wrongful, merely because it might reasonably have the effect of compelling or inducing some person to join or refrain from joining a union.

In Mr. Justice Davey's opinion, the meaning of the words "coercion" and "intimidation" in section 6 must depend on the context. He thought any form of pressure, including economic and perhaps some forms of social pressure, was included in "coercion" and "intimidation," even though the conduct was not otherwise wrongful. He said that the difference between what was "coercion" and "intimidation" under section 6 and what was not was that an attempt to merely persuade by the force of rational argument was permitted under section 6, but an attempt to compel by any form of pressure, including "argumentative and rancorous badgering or importunity," although possessing no other element of wrongfulness, was forbidden. (*William v. Aristocratic Restaurants (1947) Ltd.*)

Mr. Justice Davey added:

It may be thought that such a wide construction of "coercion" and "intimidation" in section 6 might prevent the establishment of

union or closed shops, since their natural effect must be to compel employees and prospective employees to seek union membership in order to retain or obtain employment in that shop—a form of economic pressure.

That I think would be the case if it were not for sec. 8, which gives validity to union and closed-shop clauses in collective agreements, even though they might otherwise fall under sec. 6; sec. 8 removes economic pressure flowing solely from the enforcement of union shop and closed shop clauses from the realm of coercion or intimidation under sec. 6.

In his opinion, the threat of the union to the company and also to Therien to placard the company's jobs was illegal because it was coercion of a kind that could reasonably have the effect of compelling Therien to join the union.

The fact that the primary purpose of the union's threat was to compel Therien to employ a union driver on his truck was irrelevant. Under section 6 the test was not whether the union intended to compel Therien to join the union but whether the coercion used could reasonably have that effect in the circumstances. It was not the result but the tendency that made coercion and intimidation unlawful under section 6.

Mr. Justice Davey agreed with the trial judge that the union contravened section 6 by applying coercion with the result that Therien suffered damages.

Mr. Justice Davey also rejected the contention that the union was justified in threatening to placard the company's jobs in order to protect its contractual interests by enforcing its right under clause 10 of the agreement, which required union drivers to be employed on all trucks operating on company work and prevented owner-operators driving their own trucks even though they were contractors and not employees.

He rejected this contention for the reason that clause 10 of the agreement, as it might apply to Therien, did not fall within section 8, because the conditions and preferences of employment and their observance, which are authorized by section 8, relate only to employees and as between employees, and do not apply to the self-employed or as between employees and the self-employed.

Mr. Justice Davey then turned to another ground for the union's appeal, namely, that the union was not a suable entity.

In his opinion, Therien succeeded upon a common-law cause of action and therefore there was no need to consider whether the Labour Relations Act gave him a statutory cause of action for damages suffered by the union's breach of its provisions, as had been held by the trial judge.

Referring to the *In Re Patterson and Nanaimo* and *Vancouver Machinery Depot* cases, Mr. Justice Davey said it had been

held that the Act made a trade union that was capable of being appointed a bargaining agent, as well as one that had actually been so appointed, a legal entity, not only for the enforcement of the provisions of the Act, but for the purposes of the Act and proceedings thereunder, including courses of action based directly upon its provisions or a breach thereof, assuming that such a cause of action might lie. But, Mr. Justice Davey added, the Court expressly reserved the question of the status of trade unions to be sued in contract or in tort. In his opinion, the case at bar directly raised that question for decision.

In so far as those decisions interpreted the *Taff Vale* case, as holding that the U.K. Trade-Unions Act made registered trade unions separate legal entities distinct from their membership, and not as merely providing procedure by which the members could act collectively and by which the collective membership could be sued under the union name, they are supported by the later decision of the House of Lords in *Bonsor v. Musicians Union* (1956) AC 104.

In the opinion of Mr. Justice Davey, the point was important because if the true construction of the Labour Relations Act had been that it did not change the status of trade unions from voluntary associations to legal entities, but only authorized business and proceedings under the Act to be carried on in the union name, then he would have been unable to extend that authority to proceedings outside the purview of the Act, such as actions arising out of tort or contracts, which, as in the case at bar, are not founded directly upon its provisions but involve them only incidentally as supplying an ingredient of a common law cause of action.

Mr. Justice Davey continued:

But once it is accepted, as it must be here in view of the decisions of this Court, that the right to sue or prosecute a union in its own name for the purposes of the Act or proceedings thereunder flows from its status as a legal entity, then the question to be decided is not in what proceedings the Act has authorized a union to sue and to be sued in its own name, but for what purposes and objects the legislature has made it a legal entity. Within the scope of those purposes and objects it has, flowing from its status, all the rights and obligations of a juristic person, including the right to sue and to be sued, unless expressly withheld by the Act.

Stated at its narrowest, the purpose for which a trade union is made a legal entity by the Labour Relations Act is to procure its appointment as bargaining representative for a group of employees and its certification as such, to negotiate a collective agreement on their behalf, and to carry out

and enforce the terms of such agreement as may be concluded.

In this case the union was trying to carry out one of the purposes for which it was made a legal entity (the enforcement of what it thought to be its rights under the collective agreement) but it used wrongful methods for which it was liable to the plaintiff (Therien) at common law.

It could not be said, Mr. Justice Davey continued, that in so far as a union commits any breach of the Labour Relations Act it acts as a legal entity and may be prosecuted as such, but in so far as the same act may also constitute a civil wrong giving rise to a common law action of damages, the union acts not as a legal entity but as a voluntary association of individuals, for which act it cannot be sued civilly. In his opinion, there was no indication that the legislature ever intended to grant to a union such a divided personality, so that in respect of one and the same Act it should for one purpose be treated as a legal entity and for another purpose as a mere voluntary association of individuals.

The only test, as in the case of any corporation, must be, was the act done to promote one of the objects for which the entity was formed? If so, it was the act of the entity for all purposes and in respect of it the union may sue and be sued as any other juristic person; if not, it was not the act of the entity at all, but only that of the persons who did it, for which the entity is liable neither under the Labour Relations Act nor at common law.

When the union attempted to enforce what it believed to be its rights under the collective agreement, it was carrying out one of the purposes for which the Act made it a legal entity. The act was, therefore, the act of the entity.

Mr. Justice Davey was aware of the problems arising out of this reasoning. The trade union as one organization carries on ordinary trade-union activity both for the purposes of the Labour Relations Act, and for purposes outside the Act, such as jurisdictional disputes, or picketing plants whose employees have rejected it as bargaining agent.

The question was whether the union was to be regarded as an entity in respect of its activity falling within the Labour Relations Act, and as a voluntary association in respect of its other activities. In his opinion, to treat the work actually and ostensibly done by one body as the work of two distinct bodies would seem to be incongruous. Therefore, it might be that the proper construction of the Labour Relations Act was that it made trade unions legal entities for all their ordinary purposes.

On the other hand, he noted that it might well be argued that if the legislature intended to make trade unions legal entities which would expose them to forms of action which they have in the past so greatly feared it would have done so clearly and unmistakably by direct and precise language instead of in this indirect and oblique way. To counter this argument it could be said that legislatures have been notoriously reluctant to grapple directly with some of these problems.

Be that as it may, this court has held that for the purposes of the Labour Relations Act the legislature has made trade unions legal entities. From that it necessarily follows, in my respectful opinion, that the union may sue and be sued in its own name in respect of all its rights and liabilities arising out of its acts or omissions, within the scope of the objects for which it was made an entity.

In conclusion Mr. Justice Davey held that the judgment of the lower Court was right and the union's appeal should be dismissed.

Mr. Justice Sheppard in his reasons for judgment stated that whether a union is a legal entity and may be sued as such depends on the effect of the Labour Relations Act. That question had been considered in the *Patterson and Nanaimo* and *Vancouver Machinery Depot* cases and these judgments would be applicable to the case at bar in determining whether the union was a juristic person, provided, however, that those judgments have not been modified subsequently. But, in the opinion of Mr. Justice Sheppard, these judgments had been modified.

In the *Vancouver Machinery Depot* case a motion was made for leave to appeal to the Supreme Court of Canada. Chief Justice Sloan, in delivering the judgment of the Court refusing the motion, said "the status of unions—either as local or international bodies—to be sued in contract or tort, has not, however, been determined as yet by this court."

The action at bar was in tort, Mr. Justice Sheppard said, and therefore the status of the defendant union to be sued had not yet been determined.

Mr. Justice Sheppard, quoting from *Tunney v. Orchard*, noted that the Supreme Court of Canada in making a comparison of a trade union under the Labour Relations Act of Manitoba with a trade union registered under the U.K. Trade Union Acts, 1871 and 1876, emphasized not the similarity but rather their differences.

A trade union registered under the U.K. Trade Union Acts was held in the *Taff Vale* case as being able to be sued in tort in its registered name. It was so held on the ground that the statutes, by recognizing certain capacities of registered trade unions,

including the capacity to own property and to act by agents, had thereby recognized the trade union as being a legal entity. This judgment was approved in the House of Lords.

In *Bonsor v. Musicians Union* it was held that such a registered union could be sued in its registered name by a member for breach of contract arising from his wrongful expulsion. It would appear in this particular case that the majority regarded such a trade union as an entity. The minority were of the opinion that the union was not a juristic person but was properly made a defendant and liable in damages to the extent of the union funds.

The conclusion drawn by Mr. Justice Sheppard was that it would appear that in the U.K. such a registered union may be sued in its registered name in tort and in contract and by a member or by a stranger and that such suability arises by statute, that is, by statutory recognition of certain capacities which indicate an intention to constitute the union a legal entity.

However, Mr. Justice Sheppard continued, under the Labour Relations Act of Manitoba there is no similar statutory recognition of trade unions but as held in *Tunney v. Orchard* the organization of such unions exists only by reason of the mutual agreement of the members. It therefore follows that trade unions not having such statutory recognition are not constituted legal entities.

Because, he added, the B.C. statute is the equivalent of the Manitoba statute, *Tunney v. Orchard* would appear to be equally conclusive as to the effect of the B.C. statute and it would follow that under the B.C. statute the union is not incorporated as a juristic person but remains essentially an unincorporated association organized on the basis of the agreement of the members.

The next question to be answered was whether the B.C. Labour Relations Act imposed a liability in tort upon the union as an *unincorporated* association. According to the *Taff Vale* case, it is within the power of the legislature as a sovereign body to do so. That question did not arise in *Tunney v. Orchard*. There the question was the relation of the union to the members. In the case at bar the question was the relation and liability, if any, of the union to a third person not a member. That question, according to Chief Justice Sloan in the *Vancouver Machinery Depot* case, "has not however been determined as yet by this court". The relevant sections of the Act were sections 6 and 60, which prohibited coercion or intimidation and provided penalties for contraventions of the Act.

The plaintiff, in order to succeed against the union, must demonstrate, first, an intention of the legislature to confer on the plaintiff a cause of action for breach of statute, and that the penalty under section 60 was not the exclusive remedy. Secondly, the plaintiff must also demonstrate that the legislature intended to impose upon the defendant trade union, as an unincorporated association, a liability in tort, which liability in tort did not exist at common law by reason of the union not being a juristic person (*Tunney v. Orchard*).

Since the union as an unincorporated association was not a suable entity, the question arose whether the action in the

case at bar should be treated as a nullity as in *Society Brand Clothing v. Amalgamated Workers of America* (1931) SCR 321, or, alternatively, should be regarded as a representative action.

Mr. Justice Sheppard considered that the action might be construed as a representative action. The judgment, however, should be restricted to union funds because the acts of the union officials did not necessarily impose a personal liability on every member.

Therien v. International Brotherhood of Teamsters, etc. Local No. 213, (1959) 27 WWR, Part 2, vol. 27, p. 49.

Recent Regulations, Federal and Provincial

Unemployment Insurance Commission revokes regulation respecting fee-charging employment agencies. Alberta adopts latest editions of boiler and pressure vessel codes, and re-issues apprenticeship regulations for the carpentry trade

A recent regulation prohibiting private employment agencies from charging fees to workers was revoked by the Unemployment Insurance Commission.

In Alberta, the regulations for boilers and pressure vessels were revised to adopt the new CSA Installation Code for Gas Burning Appliances and Equipment, as well as the latest editions of other applicable codes. The apprenticeship regulations for the carpentry trade were re-issued.

FEDERAL

Financial Administration Act

The regulations governing unlicensed crew members on ships owned or chartered by the federal Government (L.G. 1958, p. 278) were amended by new provisions respecting vacation credits, gazetted February 11, to take effect on January 1.

The amendments were designed to bring the vacation provisions for ships' crews into line with those of the federal Annual Vacations Act, which provides for a paid vacation of one week after a year's service and two weeks after the second year for employees in industries within federal jurisdiction.

There has been no change with respect to the first year of employment, vacation credits again accruing at the rate of five-twelfths of a day for each month of service. This means that, as before, ships' crews are entitled to a week's vacation after a year's continuous service.

After the first 12 months, however, the rate of accrual is now five-sixths of a day for every month worked until the completion of 15 years of service, provided the

employee has had two years continuous employment. As a result, ships' crews are now eligible for a two-week vacation after two years service.

However, if an employee fails to complete his second year, vacation credits will be calculated on the basis of five-twelfths of a day for every month worked.

Previously, the rate of accrual was five-eighths of a day for every month worked during the second 12-month period, increasing to five-sixths only after 24 months continuous service.

Unemployment Insurance Act

A recent regulation of the Unemployment Insurance Commission prohibiting private employment agencies from charging fees to workers has been revoked.

Approved last November following complaints that private employment agencies had been charging workers exorbitant fees for placing them in employment, the regulation, Section 48A of the Unemployment Insurance Regulations, provided that after January 4 it was illegal for such agencies to charge a fee to employees (L.G., Jan., p. 62).

After its validity was challenged in the Ontario courts, however, the regulation was referred to the Department of Justice for an opinion. The opinion of the Department of Justice was that the regulation could not be sustained since it dealt with matters within provincial jurisdiction. Accordingly, Section 48A was revoked by P.C. 1959-66, with effect from January 22.

PROVINCIAL

Alberta Apprenticeship Act

The Alberta Provincial Apprenticeship Board recently replaced its rules for the carpentry trade by new regulations which were gazetted on January 31 as Alta. Reg. 15/59. However, except for the provisions dealing with certificates, the regulations are the same as formerly.

The new regulations provide that an apprentice carpenter who has satisfactorily completed his term of apprenticeship may be granted a completion of apprenticeship certificate upon passing the prescribed trade tests and examinations and upon the payment of a fee of \$3. He is then automatically eligible for a certificate of qualification as a journeyman without fee.

As before, persons with at least four years experience in the trade who have not undergone formal apprenticeship training may be granted a certificate of qualification if they pass the prescribed examination. The fee payable for the examination and the certificate is now \$10 rather than \$3, as before.

Alberta Boilers and Pressure Vessels Act

Part I of the regulations under the Alberta Boilers and Pressure Vessels Act governing the design, fabrication and installation of boilers and pressure vessels (L.G. 1957, p. 1495) has been replaced by regulation 1/59, approved by O.C. 11/59 and gazetted January 31.

The new regulations provide for the adoption of the latest revisions of the following codes: the 1957 edition of the CSA Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (CSA-B51-1957); the 1952, 1954 and 1956 editions of several sections of the ASME Boiler and Pressure

Vessel Code; and the 1955 edition of the ASA Code for Pressure Piping. Other codes adopted include: the new CSA Installation Code for Gas Burning Appliances and Equipment (CSA-B149-1958); the 1951 edition of the CSA Mechanical Refrigeration Code (CSA-B52-1951); the 1952 edition of the TEMA Standards of Tubular Exchanger Manufacturers Association; and CUA Pamphlet No. 58, Standards for the Storage and Handling of Liquefied Petroleum Gases.

The new regulations set higher fees for surveying of designs submitted for approval and registration, and certain new fees.

The former regulations provided that extension cords must conform to the requirements of the Canadian Electrical Code. The new regulations specify that only approved, properly guarded extension cords with waterproof fittings may be used, and all connections must be made outside the boiler or pressure vessel. Light bulbs must be equipped with explosion-proof guards. Sockets, lamp guards and fittings must be properly grounded.

Where explosive gases might be present, the former regulations provided that testing hammers must be made of brass or copper. Now other non-sparking material is also permissible.

A new provision requires qualified welders to obtain permission from an inspector before carrying out repairs or alterations to any boiler or pressure vessel.

Alberta Workmen's Compensation Act

The general regulations under the Alberta Workmen's Compensation Act were amended to add "U-Drive" establishments to the list of trades, businesses and occupations exempted from the Act. The new provision was approved by Alta. Reg. 9/59, gazetted on January 31.

U.S. Court Bars Demand that Railway Retain Men No Longer Needed

The United States Court of Appeals in Chicago recently decided that a union may be enjoined from threatening a strike in support of a contract demand on a railway company that would result in the employment of more workers than were needed.

The Court found that owing to a reduction in the amount of business done at a number of stations on the Chicago and North Western Railways Company's line, station agents have been receiving a day's pay for doing between 12 and 30 minutes work. When the company tried to remedy this state of affairs by reducing the number of its stations and enlarging the area served by the remaining ones, the Order of Rail-

road Telegraphers made a demand that no position held by railroad employees on a certain date should be abolished except with the union's consent. It threatened to strike in support of the demand.

The Court decided that the attempt to force the inclusion of such a clause in an agreement represented "an attempt to usurp legitimate managerial prerogatives" and that the demand was completely outside the scope of mandatory bargaining under the Railway Labor Act. The dispute was therefore not a "labour dispute" within the meaning of the Norris-LaGuardia Act and should be enjoined. The court's decision reversed the decision of a district court.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in January*, 317,533, was 33 per cent less than month earlier and nearly 14 per cent less than year earlier
Number of claimants at month-end, payments during month both down from year ago

The number of initial and renewal claims† for unemployment insurance benefit in January was 317,533, which was 33 per cent less than the December figure of 475,155 and nearly 14 per cent below the 367,382 claims filed in January 1958.

Claimants‡ for unemployment insurance benefit numbered 785,071 on January 30, 1959, an increase of 70,100 or 10 per cent above the December 31 total of 714,954, but 49,500 or 6 per cent below last year's total of 834,544. Seasonal benefit claimants included in these figures numbered 203,025 on January 30, 1959; 126,923 on December 31; and 167,786 on January 31, 1958. They accounted for 25.9 per cent, 17.7 per cent and 20.1 per cent of the respective totals. Claimants for seasonal benefit on January 30, 1959 thus represented a considerable increase both in actual numbers and proportionately, in comparison with the previous month and with last January. Regular claimants on January 31 were 13 per cent lower than at the same date last year but unchanged from December 31.

Male claimants on January 30 numbered 623,947, some 58,500 greater than the December 31 total of 565,400, but 54,900 fewer than on the same date one year ago (678,802). Female claimants numbered 161,124 on January 30, compared with 149,554 on December 31 and 155,742 on January 31, 1958.

Of the 298,176 initial claims processed during January, 84 per cent were classed as "entitled to benefit" compared with 82 per

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

cent in December and 86 per cent for January 1958. Adjudications on renewal claims resulted in "entitlement to benefit" in more than 95 per cent of the cases.

The proportion entitled to seasonal benefit constituted 35 per cent of entitlements on initial claims this year as against 30 per cent one year ago. This is a contributing factor in the higher proportion of seasonal benefit claimants referred to above.

The average weekly number of beneficiaries was estimated at 653,100 for January, 371,100 for December and 639,800 for January 1958. The 2-per-cent increase over last year, in contrast to a 6-per-cent decline in total claimants, is explained partly by the fact that the estimate of beneficiaries is a weekly average over the month whereas the count of claimants covers the last working day of the month. The inevitable "lag" between the filing of a claim and its coming into effect is another factor.

Benefit payments amounted to \$58,700,000 in January, \$33,600,000 for December and \$60,800,000 for January 1958.

The average weekly payment was \$21.38 for January, \$21.53 for December and \$21.58 for January 1958.

‡A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, such cases are deemed to be "regular" until the results of the computation indicate otherwise.

*See Tables E-1 to E-4 at back of this issue.

†The initial claims total includes claims computed under the seasonal benefit provisions, as all initial claims are computed first for regular benefit, and the renewal claims total includes claims from seasonal benefit claimants. Claimants who exhaust their regular benefit during the seasonal benefit period are not cut off from benefit. If they wish to be considered for further benefit, they must file a claim in the usual manner. When there are an insufficient number of contribution weeks since the preceding March 31 to establish another regular benefit period, seasonal benefit will be granted, but not more than once during the seasonal benefit period.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards have been issued to 4,751,871 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At January 31 employers registered numbered 315,024, an increase of 724 since December 31, 1958.

Enforcement Statistics

During January 1959, investigations conducted by enforcement officers across Canada numbered 5,755. Of these, 3,749 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 114 were miscellaneous investigations. The remaining 1,892 were

investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 159 cases, 42 against employers and 117 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,021.*

Unemployment Insurance Fund

Revenue received in January totalled \$20,244,892.32 compared with \$17,013,284.32 in December and \$22,181,390.69 in January 1958. Benefits paid in January totalled \$58,617,337.64 compared with \$33,530,160.00 in December and \$60,734,094.31 in January 1958. The balance in the fund on January 31 was \$586,990,920.89; on December 31 it was \$625,363,366.21 and on January 31, 1958, \$838,917,440.79.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1611, January 30, 1959

Summary of the Main Facts: The claimant worked as a trainman for the Canadian National Railways, Vancouver, B.C., from June 30, 1953 to July 31, 1958. On August 5, 1958, he registered for employment as a trainman, filed a renewal application for benefit and stated: "I was laid off—held out of service until completion of investigation...".

On August 11, 1958, the employer reported that the claimant had been "dismissed from the services of this Railway (on) account (of) violation of rules". The records show that the operating rule involved was rule "G", which reads: "The use of intoxicants or narcotics by employees subject to duty, or their possession or use while on duty, is prohibited."

Upon being asked to supply further information, the claimant submitted a transcript of the evidence which he gave during the company's investigation of the matter on August 4, 1958. According to the transcript, an official of the company entered a caboose at Boston Bar, B.C., on July 31, 1958, during working hours. The claimant had entered it "just previous" to the official and "was sitting on the mattress near the coal box". A shopman was sitting "at the west end of the table" and had "a part bottle of beer sitting on the table at his side". A conductor "was sitting at the

desk with his feet up on the table" and had a bottle of beer "in his hand". The official said, "What's going on here?" and then reached down along side of the conductor and pulled "a beer carton out from under the desk". In his testimony the claimant stated that he was not in the caboose when the conductor and the shopman had entered it, that he did not see anyone leave a carton of beer on the caboose steps and that he was not present when two bottles of beer were opened in the caboose. The claimant stated also that he had not been drinking "intoxicants of any kind before coming on duty or on duty on July 31" and that he did not know "how the beer was brought to the caboose". He admitted that he had participated in the purchase of a case of beer two or three days before July 31 "by chipping in" with the conductor and the shopman, but he added that it was not his "intended wish that this beer be... brought on company property". The claimant was not in a position to deny that the beer which was found in the caboose was the same beer, but there is evidence that it was and also that he had not made any protest in connection with intoxicants being in the caboose.

*These do not necessarily relate to the investigations conducted during this period.

The insurance officer notified the claimant on August 26, 1958, that he was disqualified from receipt of benefit for the period August 3, 1958, to September 6, 1958, inclusive, because in his opinion, he had lost his employment by reason of his own misconduct within the meaning of section 60 (1) of the Act.

In a memorandum on file also dated August 26, 1958 an official of the local office of the Commission stated that the claimant reported that he had been officially cleared by the company on August 26, of any charge and that he was now unemployed only because of lack of work.

Appearing in the records is a letter dated August 26, 1958, addressed to the claimant by the Superintendent of the railway company at Kamloops, B.C., informing him that he could be "returned to (the) service" of the Company effective as of the latter-mentioned date.

From the decision of the insurance officer, the claimant appealed to a board of referees on September 5, 1958.

At the request of the local office, the Legislative Representative of Lodge 144 of the Brotherhood of Railroad Trainmen completed the following questionnaire on September 11, 1958:

1. What is the status of this employee during the period 31 July, 1958, to 26 August, 1958?—Unemployed while investigation continued; when found innocent by C.N.R. officials, notified to return to work.
2. Does this period remain as a break in service?—No; seniority carries on.
3. Does it remain as a penalty of any type?—No.
4. Will this employee be compensated for wages lost during period of suspension by the Company or Brotherhood?—C.N.R. have refused payment, and Brotherhood never pays for these cases.

A somewhat similar questionnaire was also sent to the company on September 9, but seemingly no reply was received by the local office.

The board of referees heard the case in Vancouver on October 15, 1958. The claimant was not present at the hearing but was represented by the Legislative Representative of Lodge 144 of his Brotherhood. In his testimony before the board, the representative of the Brotherhood contended that as the company had reinstated the claimant some three or four weeks after dismissing him, it must be assumed he was innocent of complicity in any wrong doing or infraction of the company's "well known" rules. The representative further emphasized that, almost invariably, when an employee is dismissed under similar circumstances, he is never returned to the company's service. The board, by a

majority decision, disallowed the appeal because, in the light of the evidence, it was unreasonable to presume that the claimant, in fact, was not a party to the infraction of the company's rules.

The dissenting member of the board pointed out that the company in its first statement said that the claimant was dismissed from its service for violating Rule "G"; that the company later notified the claimant that he was reinstated to its service; that there was no evidence or statement to show whether this notice of reinstatement was a vindication of the charges against the claimant or whether he was given the benefit of the doubt through inability to clearly establish guilt. The dissenting member was, therefore, of the opinion that the claimant was entitled to the benefit of the doubt and that his appeal should be allowed.

The Brotherhood appealed to the Umpire and also requested an oral hearing before him. The Brotherhood was represented at the hearing by A. H. Balch, its Canadian Legislative Representative and Chief Agent, and the Insurance Officer by G. I. Shearer, Chief of the Claims Division of the Unemployment Insurance Commission.

Considerations and Conclusions: There is proof that two or three days before July 31, 1958, the claimant participated in the purchase of the beer which was in the caboose on that date and that he did not make any protest against the fact that it was there. There is proof also that the two other occupants were found in the act of consuming beer in the caboose; but it is clearly established that the claimant neither in the caboose nor elsewhere partook of any beer on the day in question. Can it be said, however, that the claimant was in constructive possession of the beer? There is no proof that the claimant either brought the beer or ever intended that it should be brought to where he was on duty. There is no evidence that he was in charge of discipline and order in the caboose, or that, like the other two, he was in actual possession of beer while on duty.

Moreover, there is uncontradicted evidence that, whereas he was reported, on August 11, 1958 while still under investigation, to have been dismissed from the service of the railway, he was notified on August 26 to return to work, it being contended therefrom that he was accordingly innocent.

The evidence as to whether or not the claimant was actually dismissed is inconclusive, but even if he were, the evidence which would serve to cause his dismissal

insofar as the railway company was concerned, might not constitute conclusive enough evidence of misconduct within the meaning of the Act and for the purpose of a disqualification under section 60 (1) (CUB-1079).

The majority of the board, basing themselves on presumptive evidence, appear to have found that the claimant was guilty of misconduct by association. Misconduct must be "personal" (CUB-963) and the proof thereof must be "conclusive" (CUB-702).

The dissenting member of the board was of the opinion that the case was one wherein the claimant was entitled to the benefit of the doubt. I am disposed to agree because the documents which I have before me, in my view, do not establish without a doubt that the claimant lost his employment on July 31, 1958, by reason of his own misconduct within the meaning and for the purpose of section 60 (1) of the Unemployment Insurance Act.

Under the particular circumstances of this case, I have come to the conclusion that the Brotherhood's appeal should be allowed.

Decision CUB-1615, February 24, 1959

Summary of the Main Facts: The appeal in respect of the claimant, who filed an application for unemployment insurance benefit on August 22, 1958, is to serve as a test case affecting a number of claimants. He had worked as a marine checker and on August 21, 1958, he and his fellow claimants lost their employment in the following circumstances:

A collective bargaining agreement was entered into between the Shipping Federation of British Columbia, comprising several employers, and various locals of the International Longshoremen's and Warehousemen's Union effective from May 1, 1957, to April 30, 1958, and to continue thereafter unless 60 days' notice in writing was given by either party prior to the termination of the agreement.

For some time, the Longshoremen's Union carried on negotiations with the Shipping Federation for a new agreement providing for a wage increase, a reduction in the hours of work, a change in the pension plan and certain fringe benefits. As no settlement was reached, the matters in dispute were referred to a federal conciliation officer. However, his recommendations were rejected by both the Federation and the Union and as a consequence, the latter took a strike vote and called a strike of all deep-sea longshoremen at 6.00 p.m., on August 21, 1958. This resulted in the

refusal of approximately 1,300 members of the Union and 1,000 casual non-union employees on a working permit from the Union to continue with their employment of loading and unloading deep-sea vessels. The submissions further reveal that about 1,200 other employees, including the marine checkers, had to be laid off, as their work depended on the loading and unloading of the deep-sea vessels. The only employees remaining at work were the personnel staff and office employees of the Shipping Federation and the office staff and locker-room employees of the various stevedoring companies. Picket lines were established by the Union at all wharves and piers servicing deep-sea vessels at Vancouver, Victoria, New Westminster, Port Alberni, Chemainus, Crofton, Ladysmith and Nanoose Bay, B.C.; but the records disclose also that the aforementioned 1,200 employees were not faced with having to make a decision as to whether or not they should cross the picket lines in that there was a complete stoppage of the work of loading and unloading deep-sea vessels.

The marine checkers belong to a separate local, viz., Local 506 of the Marine Checkers and Weighers Association. They have their own bargaining agreement and act independently of the deep-sea longshoremen, notwithstanding the fact that they are affiliated with the parent organization, the International Longshoremen's and Warehousemen's Union. Moreover, the records indicate that the marine checkers were at all times willing to continue to work and that their union local did not take any action whatever in the dispute. However, in their agreement with the Shipping Federation (the effective date thereof being June 16, 1957), there is a clause which reads as follows:

15. The wages to be paid under this Agreement shall be a premium of five (5) cents per hour over the current basic rate paid to deep-sea longshoremen, either straight or overtime, as the case may be, in the Port of Vancouver.

On the evidence before him, the insurance officer disqualified the claimant from receipt of unemployment insurance benefit for the duration of the stoppage of work (section 63 of the Act), inasmuch as, in his opinion, the said claimant stood "to be affected by the outcome of the dispute and consequently an interested party in the dispute". The claimant appealed to a board of referees.

A resumption of work took place on September 24, 1958, and all disqualifications from receipt of unemployment insurance benefit in connection with the said stoppage of work were terminated as of September 23, 1958.

The board of referees heard the case in Vancouver on October 22, 1958. The claimant attended the hearing and presented the case on behalf of the marine checkers. Those who also attended were several claimants, an official of the International Longshoremen's and Warehousemen's Union, and the insurance officer.

With regard to clause 15 of the bargaining agreement herein quoted pertaining to the marine checkers and weighers, the claimant contended that the said agreement expired on June 16, 1958, and was, therefore, not legally in existence at the time of the work stoppage; that the marine checkers' local 506 was now in the process of negotiating a new agreement and it was quite possible that as a result of the negotiations this clause might be amended or eliminated in the new agreement. The board felt that it was being asked to presume a great deal in this respect in that trade union agreements customarily remain in force until a new agreement is signed and, moreover, the claimant continued to work under the conditions of the old agreement beyond June 16, 1958, and in fact to the date of the strike. The board also pointed out that the claimants concerned returned to work following the settlement of the strike at the higher wage rate provided in the settlement of the longshoremen's dispute. The board, after having taken into consideration the oral and written evidence in the case, by a unanimous decision dismissed the appeal and confirmed the disqualification which had been imposed by the insurance officer.

The claimant appealed to the Umpire on substantially the same grounds as those which he had put forward at the hearing before the board of referees.

Considerations and Conclusions: The unanimous decision of the board of referees is, in effect, entirely based on their finding that clause 15 of the bargaining agreement which applied to the marine checkers' conditions of employment, and more particularly to their rate of pay, had the effect of making the claimant an interested party in the labour dispute as a result of which he had lost his employment.

The records show that such labour dispute was between the deep-sea longshoremen and the employers of the Shipping Federation, that it was exclusively connected with the renewal of the deep-sea longshoremen's bargaining agreement and that such agreement was distinct from that which governed the marine checkers' conditions of employment.

There is no evidence that the union to which the marine checkers and the claimant belonged took part in any of the negotiations pertaining to the deep-sea longshoremen's dispute and there is no proof that clause 15 of the marine checkers' bargaining agreement as such was at any time made a point at issue in those negotiations. In other words, no question of a larger or smaller spread between the wages of the deep-sea longshoremen and those of the marine checkers was involved. There is no proof either that at any time did the marine checkers refuse to continue to work at five cents more than the hourly rate of wages which the employers of the Shipping Federation were prepared to pay to the deep-sea longshoremen.

The only material fact in evidence is that any change which might be effected in the deep-sea longshoremen's rate of pay as a result of their dispute with the employers of the Shipping Federation would almost certainly bring about a corresponding change in the marine checkers' rate of pay, but this is not necessarily so, because, as the marine checkers' agreement had expired, there is no assurance that they would have been satisfied to accept five cents more than the deep-sea longshoremen and their relationship with their employers would depend on separate negotiations and would be by virtue of a distinct agreement.

Any kind of interest will not suffice for a disqualification under section 63 of the Act, and it is sometimes very difficult to determine where the line of demarcation lies. It must be of such a kind as is contemplated by subsection (2), which reads in part:

An insured person is not disqualified under this section if he proves that

(a) he is not... directly interested in the labour dispute that caused the stoppage of work, and

(b) he does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage is taking place and are... directly interested in the dispute.

As the claimant's conditions of employment (rate of pay included) were not "a matter for direct or immediate negotiation" (CUB-1591) between the deep-sea longshoremen's union and the employers of the Shipping Federation and, accordingly, were not actually at issue in that dispute, the claimant cannot be said to have been "directly interested" therein within the meaning of the above quoted paragraph (a). Neither does the evidence show the conditions of employment of any of the claimant's fellow marine checkers to have

(Continued on page 414)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during February Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 235 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 162 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	76	\$206,164.00
Post Office	8	96,634.35

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during February

During February the sum of \$1,162.73 was collected from five contractors for wage arrears due their employees arising out of failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 56 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Ottawa Ont: Lord & Burnham Co Ltd, construction of experimental greenhouse, CEF. *near Outlook Sask:* Perini Ltd, construction of east abutment of main fill, South Saskatchewan River Dam project. *Saanichton B C:* A Boas, construction of Agronomy bldg, Experimental Station. *Whitehorse Y T:* Dawson & Hall Ltd, supply & erection of prefabricated implement storage bldg, Experimental Farm, Mile 1019, Alaska Highway.

Central Mortgage and Housing Corporation

Gagetown N B: Baily & Steen Ltd, *interior renovations. *Montreal Que:* Laurentide Painters, *interior redecorating of apartments, Benny Farm; Noma Construction Co, *repairs to basement openings, Villeray Terrace; Economic Weather Strip, *repairs to weather-stripping in basement openings, Villeray Terrace; Laurentide Painters, *interior redecorating of apartments, Villeray Terrace. *Hamilton Ont:* Rolmac Construction Co Ltd, construction of housing units (FP 6/57). *Sarnia Ont:* Heinz Keunecke, *fire damage repairs at 759 Oak St.

Department of Citizenship and Immigration

Caradoc Indian Agency Ont: Quinney Construction Ltd, construction of six classroom Indian day school, Mount Elgin. *Battleford Indian Agency Sask:* John Del Friari, construction of Indian day school, Sweetgrass Indian Reserve No. 113. *Touchwood Indian Agency Sask:* Humphrey Aluminum Window Co, supply & installation of aluminum window units, Gordon's IRS. *Lesser Slave Lake Indian Agency Alta:* Rusco Windows (Calgary) Ltd, supply & installation of steel windows, Jousard IRS. *Bella Coola Indian Agency B C:* Widsten Marine Services Ltd, construction of powerhouse & installation of diesel unit, Klemtu Indian day school. *Vancouver Indian Agency B C:* Erv Parent Co Ltd, installation of floor covering, Sechelt IRS.

Defence Construction (1951) Limited

Greenwood N S: Louis Donolo Inc, construction of two hangars, RCAF Station. *Bagotville Que:* J R Theberge Ltee, construction of refuelling tender garage, RCAF Station. *Montreal Que:* Harbour Steelworks Ltd, supply & erection of structural steel for recreation bldg, HMC Supply School. *Valcartier Que:* Rapid Construction Ltée, construction of junior ranks club & outside services. *Barriefield Ont:* M Sullivan & Son Ltd, construction of junior ranks club. *Camp Borden Ont:* Barclay Construction Ltd, construction of barrack block & outside services; Barclay Construction Ltd, construction

of junior ranks club & outside services; Barclay Construction Ltd, construction of mess bldg & outside services. *Hagersville Ont*: Ruliff Grass Construction Co Ltd, erection & finishing of two steel prefabricated garages & outside services. *Kingston Ont*: James Kemp Co Ltd, construction of W O's & Sgts' Mess, RMC. *London Ont*: Con-Eng Contractors Ltd, erection & finishing of two steel prefabricated garages, 27 COD. *Meaford Ont*: Ball Bros Ltd, construction of ammunition magazine bldg. *Rockcliffe Ont*: The General Supply Co of Canada Ltd, supply & installation of motor generator set. *Uplands Ont*: Perini Ltd, construction of substructure of high speed wind tunnel, National Aeronautical Establishment. *Camp Shilo Man*: Swanson Construction Co Ltd, construction of medical equipment depot, inflammable stores bldg & erection & finishing of prefabricated steel magazine bldg & outside services. *Esquimalt B C*: G H Wheaton Ltd, construction of South gate house, *HMCS "Naden"*. *Kamloops B C*: Marpole Construction Co Ltd, construction of change house, RCNAD. *Sea Island B C*: Howe Construction Co Ltd, construction of VF/UHF/ADF bldg, RCAF Station.

Building and Maintenance

Barriefield Ont: James Kemp Construction, construction of gatehouse, RCEME entrance. *Winnipeg Man*: Atlas Asbestos Co Ltd, application of protective coating to exposed limpet asbestos insulation in hangars 10 & 11 & ME garage, RCAF Station. *Calgary Alta*: Hornstrom Bros, replacing terrazzo floors, Bldg B-6. *Ralston Alta*: Roy A Belbin, interior painting of 61 PMQs & sanding & finishing of floors of 29 PMQs, Suffield Experimental Station. *Victoria B C*: Hume & Rumble Ltd, rewiring of Bay St Armoury.

Department of Defence Production

St John's Nfld: Clem Tremblett, interior painting of houses, Kenna's Hill. *Bedford Basin N S*: R P Carey Ltd, construction of bldg at Bedford Magazine. *Dartmouth N S*: W Eric Wheby Ltd, construction of inflammable stores bldg, Naval Research Establishment. *Halifax N S*: Halifax Painting & Decorating Co Ltd, interior painting of RCN Hospital, Bldg S26, *HMCS "Stadacona"*. *Sydney N S*: Lynk Electric Ltd, rewiring & relighting of Bldg No 2, Victoria Park. *Gaspé Que*: Wilson Boyle, rewiring, relighting & repainting at Armoury. *New Richmond Que*: Omer Gauthier, rewiring, relighting & miscellaneous repainting & plaster repairs at Armoury. *Camp Petawawa Ont*: J R Douglas Ltd, renovation of boilers, Central Heating Plant. *Clinton Ont*: Graham & Graham Ltd, construction of storm sewer outfall, RCAF Station. *Portage la Prairie Man*: Western Windows Ltd, supply & installation of aluminum self-storing storm sash & screens on Bldg No 36, RCAF Station. *Shilo Man*: Cumming & Dobbie Ltd, loading, hauling & spreading gravel on South Range Route Development Road, Military Camp. *Winnipeg Man*: T Eaton Co (Canada) Ltd, installation of marboleum floor covering in Bldg No 2, RCAF Station; May & Son Nurseries Ltd, grass sodding & seeding of sports field, RCAF Station. *Cold Lake Alta*: Poole Construction Co Ltd, construction of inflammable storage sheds, RCAF Station. *Penhold Alta*: F M Hayhoe & Son, modification to water supply system & installation of automatic controls on hot water heaters in PMQ's, RCAF Station. *Esquimalt B C*: J A Pollard Construction, renewal of floors in Bldg No 33, *HMCS "Naden"*. *Vedder Crossing B C*: McCready Campbell Ltd, application of perforated cement asbestos board, etc & spraying of acoustical material, Bldg 1018, Camp Chilliwack.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: Douglas Bros & Jones Ltd, *drilling of well at Cavendish area. *Point Pelee National Park Ont*: Clayton Damm, *plumbing alterations in laundry & comfort stations. *Prince Albert National Park Sask*: R E Creelman & Son, *test drilling for well, Waskesiu Townsite. *Waterton Lakes National Park Alta*: Bennett & White (Alberta) Ltd, construction of bathhouse & swimming pool, Waterton Lake Townsite.

Department of Public Works

Harbour Breton Nfld: L G & M H Smith Ltd, construction of wharf. *Terra Nova National Park Nfld*: Tidewater Construction Co Ltd, crushing & stockpiling of base course material, Mile 0 to 10.1, TCH; McNamara Construction (Newfoundland) Ltd, crushing & stockpiling of granular base course material, Mile 10.1 to Mile 25.3, TCH. *Charlottetown P E I*: Palmer Electric Ltd, installation of temperature control system in East Shed, Railway Wharf. *Cape St Mary's N S*: Liverpool Lumber Co Ltd, wharf repairs. *Elmsdale N S*: Owen Fisher, construction of post office. *French River N S*: Albert MacDonald,

breakwater extension. *Halifax N S*: Pryor Construction Ltd, alterations to Federal Bldg for Dept of Defence Production; Multi-Colour Specialties Ltd, interior painting of Federal Bldg; Halifax Painting & Decorating, interior painting of Old Post Office. *Larry's River N S*: Antigonish Construction Co Ltd, wharf reconstruction. *Lockeport N S*: Mosher & Rawding Ltd, construction of wharf. *Long Cove (Port Medway) N S*: J G Webster Construction Ltd, repairs to East breakwater. *Stoney Island N S*: Mosher & Rawding Ltd, construction of talus. *Upper Blandford N S*: J G Webster Construction Ltd, breakwater extension. *Weymouth N S*: Camille P Comeau, construction of post office. *Cocagne Bridge N B*: Harold N Price, repairs to wharf approach. *Cumming's Cove N B*: Fundy Contractors Ltd, harbour improvements. *Lower Newcastle N B*: Diamond Construction (1955) Ltd, wharf repairs. *Stonehaven N B*: Allardville Construction Co Ltd, breakwater repairs. *Blackpool Que*: Lajeunesse & Freres Inc, interior painting, plaster repairs & repairs to cement wall in stairwell of warehouse, Bus Terminal. *Coaticook Que*: Mathias Brault, alterations to federal bldg. *Grande Vallee Que*: J P Boileau, reconstruction of jetty. *Joliette Que*: Roch Remillard, interior painting & plaster repairs, federal bldg. *Laouzou Que*: J A Y Bouchard Inc, replacement of pre-heater, Champlain Dry Dock. *Montreal Que*: Richard & B A Ryan Ltd, repairs to ceilings, Charpentier Bldg, 10 Notre Dame St East; Frank Ross Construction Ltd, paving, fencing & alterations to Fumigation Plant, 784 Mills Street. *Petite Riviere-au-Renard Que*: Theodos Pelletier, jetty & wall reconstruction. *St Paul l'Ermite Que*: Marcel Jette, construction of post office. *Burlington Ont*: Wilchar Construction Ltd, construction of federal bldg. *Cochrane Ont*: Mattagami Construction Co Ltd, alterations to federal bldg. *near Courtright, Port Lambton & Sombra Ont*: Whalen Bros, removal of old timber piles, St Clair River. *Fort Frances Ont*: Claydon Co Ltd, wharf extension. *Huntsville Ont*: R A Blyth, wharf repairs. *Ottawa Ont*: Universal Electric, supply & installation of buzzer system, Trade & Commerce Bldg, Wellington St; Otis Elevator Co, repairs to elevators, Victoria Museum; W Edge Ltd, installation of copper hot water storage tanks, Laboratory of Hygiene, Tunney's Park; Sirotek Construction Ltd, construction of postal station "E"; Angus Robertson Ltd, construction of office bldg for Dept of Insurance, Riverside Drive Development; Perini Ltd, construction of NRC Communications Bldg, Riverside Drive; L Beaudoin Construction Co Ltd, alterations to existing partitions etc, Trade & Commerce Bldg, Wellington St; A Lanctot Construction Co Ltd, alterations & repairs to Chapel area at RCMP Hdqtrs Bldg (Seminary); J H Lock & Sons Ltd, alterations & improvements to refrigeration, Dairy Research Bldg, CEF. *Owen Sound Ont*: W A Skinner, repairs & alterations, West Wharf. *Oxenden Ont*: River & Sea Gabions of Canada Ltd, wharf repairs. *Scarborough Ont*: Steven Kovacs, additions & alterations to federal bldg. *Toronto Ont*: Ontario Bridge Co Ltd, harbour repairs & improvements. *Winnipeg Man*: Bird Construction Co Ltd, elevator replacement & renovations, Customs Examining Warehouse; Henry J Funk, installation of partitions, shelving, etc, Commercial Bldg. *Bella Bella B C*: Widsten Marine Services Ltd, harbour improvements (wharf repairs). *Harrison Lake B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf & float repairs. *Mount Revelstoke National Park B C*: Poole Construction Co Ltd, construction of Clachnacudainn concrete arch culvert, mile 7.6, TCH. *Nanaimo B C*: Nanaimo Bulldozing Co Ltd, renewal of watermain, Assembly Wharf; Hub City Paving & Construction Co Ltd, asphalt paving, Assembly Wharf. *New Westminster B C*: Fraser River Pile Driving Co Ltd, renewing superstructure at Government Wharf. *Victoria B C*: Victoria Pile Driving Co Ltd, harbour repairs & improvements, Erie St. *Flatt Creek North Y T*: James I Strachan, clearing.

Contracts Containing the General Fair Wages Clause

Gander Nfld: Saunders Howell & Co Ltd, general alterations to federal bldg. *Annapolis Royal N S*: Malcolm L Foster, interior painting, federal bldg. *Kentville N S*: Malcolm L Foster, interior painting, federal bldg. *Pictou N S*: Ferguson Industries Ltd, stripping of Dredge PWD No 12. *Sydney N S*: Sydney Engineering & Drydock Ltd, construction of clamshell dredge. *Yarmouth N S*: E L Babine, pontoon repairs to Dredge No 21. *Quebec Que*: O Picard & Fils Inc, replacement of piping, Temporary Bldg. *London Ont*: Forest City Terrazzo Tile Ltd, replacement of broken marble, public bldg. *Ottawa Ont*: Universal Painters & Decorators Reg'd, painting of various rooms, Confederation Bldg; Doran Construction Co Ltd, general alterations at No 10 Sussex Drive; Band & Cole Ltd, replacement of faucets & basin traps, Woods Canadian Bldg; Murphy & Morrow Ltd, repairing cracks in walls, Dominion Bureau of Statistics, Tunney's Park; J H Meilleur, installation of kick plates on doors, Dominion Bureau of Statistics, Tunney's Park; Rene Cleroux, repairs & alterations to men's lavatory, Daly Bldg; Durie Mosaic

& Marble Ltd, repairs to stairs, Old Printing Bureau; Lavoie Construction Reg'd, general alterations, No 4 Temporary Bldg; Alf Grodde Ltd, painting of various rooms, Justice Bldg; Sandy Hill Hardware, painting of various rooms, Ogilvy Bldg; L A Legault & Son Ltd, installation of buzzer system, Administration Bldg, Dept of Mines & Technical Surveys; Thos Gregoire, redecoration of various rooms, Militia Stores Bldg, Cartier Square; Archie McWade, installation of overhead doors, Post Office Terminal, Besserer St. *Windsor Ont*: E W Lancaster Co Ltd, moving of furniture, etc from Ouellette St to Church St, federal bldg. *Brandon Man*: Spratling Construction Ltd, general alterations, federal bldg. *Nelson B C*: Koehle & Son Sheet Metal & Heating, repairs to ventilating system, public bldg. *Sointula B C*: British Columbia Bridge & Dredging Co Ltd, dredging. *Tofina B C*: British Columbia Bridge & Dredging Co Ltd, dredging. *Vancouver B C*: City Sheet Metal Ltd, repairs to ventilating system, public bldg; Allied Builders Ltd, construction of steel pipeline landing scow for Dredge PWD No 322.

Department of Transport

Cape Roseway N S: Central Construction Co, construction of dwelling & demolition of existing dwelling. *Port Bickerton N S*: Quemar Co Ltd, construction of dwelling & installation of plumbing & water system in existing dwelling. *Sydney N S*: Maritime Builders Ltd, construction of VOR bldg & related works. *Fredericton N B*: Accurate Electrical Contractors, construction of airport lighting facilities. *Musquash N B*: J S Parker, construction of dwelling, concrete lighthouse tower & demolition of old combined light & dwelling. *Cap d'Espoir Que*: M J Leopold Dallaire, construction of dwellings & demolition of existing dwelling. *Lauson Que*: Geo T Davie & Sons Ltd, *conversion of LCT 8 Landing Craft to bulk petroleum & dry cargo vessel. *Montreal Que*: H J O'Connell Ltd, additional development at Dorval Airport. *Riviere du Loup Que*: Jean Marie Cote, construction of airport boundary fence. *Ste Felicite Que*: Aurele Tremblay & Rodrigue Bherer, construction of dwelling & demolition of existing dwelling. *Dunnville Ont*: S G Powell Shipyards Ltd, *construction of two self propelled steel scows. *Uplands Ont*: Richards-Wilcox (Canadian) Co Ltd, supply & installation of aircraft entrance doors on hangar, Ottawa Airport. *Ivory Island B C*: Widsten Marine Services & J A Stewart Construction, construction of dwelling & fog alarm bldg & demolition of existing fog alarm bldg. *Port Hardy B C*: Port Hardy Enterprises Ltd, clearing, stumping, grubbing, general levelling & road construction. *Pultney Point B C*: McGinnis Bros, construction of dwelling. *Scarlett Point B C*: Johnson & Hobbs, construction of dwelling.

Decisions of the Umpire

(Continued from page 409)

been actually at issue in the dispute so as to have made him "indirectly interested" therein (CUB-761) as belonging to a grade or class of workers that included directly interested members and, therefore, falling under paragraph (b). This means that if even one member of the marine checkers was to be found among the deep-sea longshoremen who were on strike, all the marine checkers would be deemed to be directly interested in the dispute by association, their specific type of indirect interest being deemed to be a direct interest for the purpose of the Act. No such circumstance existed in the present case.

The marine checkers' only interest in the dispute was that their conditions of employment and more particularly their rate of pay could be brought under review in the light of the settlement reached in that dispute, and such interest, according to the established jurisprudence (CUB-761), is only an incidental interest and is not a type of interest in a labour dispute contemplated in section 63 (2).

The further questions of participation and financing were not raised in the present appeal and in the absence of evidence cannot be considered.

My decision is to allow the claimant's appeal.

PRICES AND THE COST OF LIVING

Consumer Price Index, March 1959

The consumer price index (1949=100), which has declined each month since reaching a peak of 126.3 for November 1958, dropped a further 0.2 per cent, from 125.7 to 125.5, between February and March. The latest decline was largely attributable to a 2.6-per-cent decrease in the food index.

The total index, however, was still 1 per cent higher than in March last year, when it was 124.3*.

Between February and March the food index declined from 121.2 to 120.0 as beef prices averaged about 2 cents a pound lower. Fractionally lower prices were also reported for pork, coffee, sugar, fats, and fresh tomatoes. Prices were very slightly higher for a number of items.

The shelter index increased fractionally from 140.2 to 140.3 as the rent component continued stable and the home-ownership component rose slightly.

The clothing index rose from 108.8 to 109.4, with some of this increase reflecting prices up from January and February sale price levels.

The household operation index moved from 122.0 to 122.3, with furniture prices also up from sale prices of previous months. Both fuel oil and coal prices were somewhat higher, and a number of items of household supplies and services, including soaps, detergents, and laundry rates, also increased.

The other commodities and services index, unchanged at 133.4 for the fourth successive month, reflected offsetting price changes in automobile operation; repairs lubrication, and brake relining were higher, but somewhat lower prices were recorded for new passenger cars and batteries. Some local transportation and inter-city bus fares increased.

Group indexes one year earlier (March 1958) were: food 121.3, shelter 137.1, clothing 109.5, household operation 121.1, and other commodities and services 129.6.

City Consumer Price Indexes, February 1959

Consumer price indexes (1949=100) declined in seven of the ten regional cities between the beginning of January and February and increased in the other three†.

Changes ranged from decreases of 0.3 per cent in four cities to an increase of 0.5 per cent in St. John's.

Food indexes were lower in all regional cities except St. John's and Saint John. Prices were generally lower for eggs, coffee, lard and citrus fruits. Beef prices were slightly lower in five cities; pork prices were somewhat higher in some cities.

Shelter indexes were unchanged in all but two of the ten regional cities, increasing fractionally in Winnipeg and Edmonton-Calgary. Clothing indexes increased in five cities, decreased in one and remained unchanged at January levels in the other four. Household operation indexes rose in seven cities, decreased in two and remained unchanged in one. Other commodities and services indexes were down in four cities, up in five cities and unchanged in the other.

Regional consumer price index point changes between January and February were as follows: Toronto -0.4 to 128.5; Winnipeg -0.4 to 123.2; Saskatoon-Regina -0.4 to 122.4; Vancouver -0.4 to 127.7; Montreal -0.3 to 126.2; Ottawa -0.3 to 126.1; Edmonton-Calgary -0.3 to 122.2; St. John's +0.6 to 113.2*; Halifax +0.4 to 125.2; Saint John +0.3 to 127.0.

U.S. Consumer Price Index, February 1959

The United States consumer price index (1947-49=100) dropped 0.1 per cent, from 123.8 to 123.7, between mid-January and mid-February. A 0.7-per-cent decline in the food index outweighed advances in other groups.

A year earlier the index stood at 122.5. Since March 1958 it has moved within the range between 123.3 and 123.9, the all-time peak that was reached twice in 1959, in July and November.

The 1-per-cent rise in the past year is the smallest 12-month increase in nearly three years.

U.K. Index of Retail Prices, January 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) continues to advance. Between mid-December and mid-January it rose from 110.2 to 110.4, almost two full points higher than the 108.1 recorded in January 1958.

*See Table F-1 at back of book.

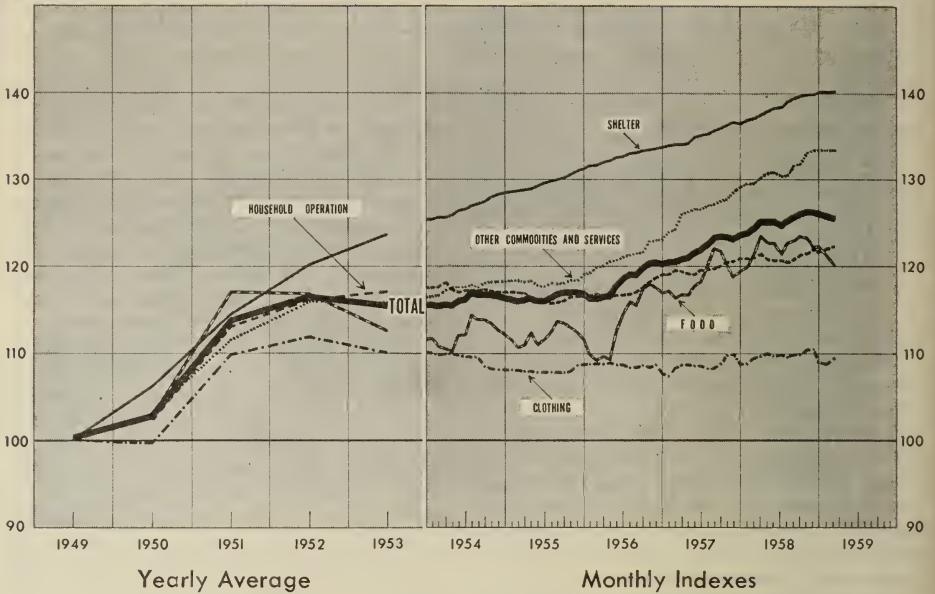
†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



STRIKES AND LOCKOUTS

February 1959

Only nine of the 29 work stoppages in progress in February started during the month*.

The number of work stoppages in February was down from the previous month and the number of workers and time loss involved also declined. The decline in time loss was mainly due to the termination on February 5 of a ten-week strike involving approximately 1,000 employees of saw-

mills and logging camps in the southern interior of British Columbia. In fact, the time loss figure for February was the lowest since July 1958.

Some of the largest work stoppages in progress during February were carried over from previous months. Among these were strikes affecting logging operations of the Anglo-Newfoundland Development Company and the Bowater Corporation in Newfoundland, and a dispute idling 1,150 CBC employees in Montreal. These work stoppages caused much of the time loss in February and remained uncompleted at the end of the month. However, in early

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1959 and 1958. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during February 1959. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, FEBRUARY 1959.

Industry	No. of Strikes and Lockouts	No. of Workers	Time Loss
Logging.....	4	3,222	78,360
Manufacturing.....	15	2,441	19,695
Construction.....	3	188	1,510
Transportation.....	6	1,209	23,450
Trade.....	1	8	160

March the IWA local involved in the dispute with the Anglo-Newfoundland Development Company was decertified following passage of an Act in the provincial Legislature. Later press reports in March indicated a resumption of work in the logging camps after a rival organization, the Newfoundland Brotherhood of Woodworkers, was established and signed an agreement with the Company. Also early in March, the CBC dispute was settled; as a result, the independent *Association des Réalisateur*s comprising the 74 producers directly involved in the stoppage was granted certain bargaining privileges.

Among the more important settlements in early February was the agreement reached between Sorel Industries Limited in St. Joseph de Sorel, Que., and the Metal Workers (CCCL) after a dispute that lasted more than two months and involved 250 workers.

Of the 29 work stoppages in progress during February, 13 involved 100 or more workers; only three of these started in the month. Of the 13 larger stoppages, seven were still in progress at the end of February.

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, FEBRUARY 1959.

Province	No. of Strikes and Lockouts	No. of Workers	Time Loss
Newfoundland.....	3	2,902	69,480
Quebec.....	3	1,540	26,945
Ontario.....	15	1,169	17,495
Manitoba.....	1	12	35
Alberta.....	2	137	875
British Columbia.....	5	1,308	8,345

In February, Newfoundland had by far the highest time loss among Canada's provinces; nearly all of the time loss recorded in that province was caused by the disputes involving large numbers of woodworkers. In Quebec, the CBC dispute caused most of the 26,945 man-days loss recorded in the province. From Ontario, where the time loss figure was below the 20,000 mark, no large-scale work stoppages were reported. Stoppages reported from other provinces were mostly small and did not cause any considerable time loss in February.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 127

Annual Reports

1. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories on Industrial Health for the Year 1957*. London, H.M.S.O., 1958. Pp. 50.

2. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Thirty-ninth Annual Report, 1957*. St. John, 1958. Pp. 44.

3. U.S. NATIONAL MEDIATION BOARD. *Twenty-fourth Annual Report, including the Report of the National Railroad Adjustment Board for the Fiscal Year ended June 30, 1958*. Washington, G.P.O., 1958. Pp. 65.

4. U.S. PRESIDENT, 1953- (EISENHOWER). *Economic Report of the President transmitted to the Congress, January 20, 1959*. Washington, G.P.O., 1959. Pp. 225.

Conferences

5. INTERNATIONAL CONFERENCE ON ECONOMIC AND SOCIAL ASPECTS OF AUTOMATION, NAMUR, BELGIUM, 1957. *Proceedings*. Namur, International Association for Cybernetics, 1958? Pp. 141. Conference held December 13 and 14, 1957. Text of papers in French or English.

Partial Contents: Les promesses de l'automation sont-elles valables? By Hyacinthe Dubreuil. The effects of technical innovation on management administration, by John Woodward. L'automation au service de l'homme, by Maurice Lachin. Automation, problèmes humains, hypothèses, by Robert J. Van Egten. Du travail individuel au travail automatique, by Robert Caussin. L'automation et les syndicats, by Max Gottschalk. Economic and social aspects of automation particularly with regard to future employment, by Fred L. Polak. Problèmes et perspectives de l'automation dans les activités tertiaires et plus particulièrement dans l'administration publiques, by Lucien Mehl. Les syndicats ouvriers devant l'automation, by Walther Schevenels.

6. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Communications in Employment Relations: Proceedings of a Conference held April 14-15, 1953, with the cooperation of the Twin Cities Chapter of the Society for Advancement of Management through the Center for Continuation Study, University of Minnesota*. Dubuque, W. C. Brown Co., 1953 [i.e. 1954]. Pp. 48.

The various speakers discussed upward, downward and horizontal or cross communications within the company.

7. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Compensation Principles and Practices; Proceedings of a Conference held April 15-16, 1952, with the Cooperation of the Twin Cities Chapter of the Society for Advancement of Management through the Center for Continuation Study, University of Minnesota*. Dubuque, W. C. Brown Co., 1953. Pp. 52.

Contents: Current Management Concepts of Compensation Principles and Practices, by Dean H. Rosensteel. Wage and Salary Programs, by Roger S. Hubbell. Wage and Salary Structures and Differentials, by Adolph O. Berger. Cost of Living and Annual Productivity Increment Compensation Programs, by Harold Stieglitz. The Wage-Price Spiral, by Leon H. Keyserling. Compensation for Salaried Employees, by Merle C. Hale. Relationships between Wage Policies and Programs and Salary Policies and Programs, by R. E. Kirkpatrick. Communication with Employees through the Indirect Compensation Program, by J. Stevens Stock. Evaluation of Compensation Programs, by Robert H. Hoge.

8. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Job Opportunities and Job Security; Proceedings of the 7th Annual Industrial Relations Center Labor Conference held at the Center for Continuation Study, University of Minnesota, February 17 and 18, 1955*. Edited by Walter H. Uphoff. Dubuque, W. C. Brown Co., c1955. Pp. 83.

Partial Contents: Figuring Employment and Unemployment Statistics, by Ewan Clague. Technological Change and Employment, by Jack Conway. Employment Stabilization Programs, by David Dolnick. Recent Changes in Social Security Legislation, by Nelson H. Cruikshank.

9. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Organization for Management Teamwork; Proceedings of a Conference held April 5-6, 1955, with the Cooperation of the Twin Cities Chapter of the Society for Advancement of Management through the Center for Continuation Study, University of Minnesota*. Dubuque, W. C. Brown Company, c1955. Pp. 64.

"The conference reviewed the development of industrial teamwork, the nature of industrial leadership and the managerial function. Special attention was devoted to problem areas of manpower organization; coordination, the human factor, incentives for individual and group effort, and planning for the future of the firm."

10. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Problems of Union Administration Excerpts from Annual Labor Conference Proceedings, 1949-1953, Industrial Relations Center, University of Minnesota*. Edited by Thomas A. Mahoney and Walter H. Uphoff. Dubuque, W. C. Brown Co., 1954. Pp. 93.

Topics discussed included: union and the community; membership participation in union programs; developing union leadership; public relations; effective negotiations; and, accounting methods for local unions.

11. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 6th, WASHINGTON, D.C., 1958. *Proceedings, March 25-27, 1958*. Washington, U.S. Dept. of Labor, Bureau of Statistics, 1958. Pp. 210.

Congresses and Conventions

12. AMERICAN NEWSPAPER GUILD. *Proceedings, Twenty-fifth Annual Convention, August 4-8, 1958, San Jose, Calif.* Washington, 1958. Pp. 114.

13. BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES. *Proceedings of the Thirty-third Regular Grand Lodge Convention... Detroit, Michigan, June 16 to 21, Inclusive, 1958*. Detroit, 1958. 1 volume (various pagings).

14. CANADIAN CONFERENCE ON SOCIAL WORK. *Sixteenth Biennial Meeting, Montreal, Canada, June 2-6, 1958*. Toronto, 1958. Pp. 98, 102.

15. CONFEDERATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-verbal, Trente-septième du congrès de la C.T.C.C., Montréal, P.Q., 1958*. Quebec, 1958. Pp. 308.

16. LABOUR PARTY (GREAT BRITAIN). *Report of the 57th Annual Conference held in... Scarborough, September 29 to October 3, 1958*. London, 1958. Pp. 291.

17. MANITOBA FEDERATION OF LABOUR. *Fourth Annual Convention Report of Proceedings, October 18th and 19th, 1958, Winnipeg*. Winnipeg, 1958. Pp. 75, 11.

18. SASKATCHEWAN FEDERATION OF LABOUR (CLC). *Minutes and Proceedings of the Third Convention... held in Moose Jaw, Saskatchewan, October 23, 24, and 25, 1958*. Regina, 1958. 1 Volume (unpaged).

Education

19. CLARK, HAROLD FLORIAN. *Classrooms in the Factories; an Account of Educational Activities conducted by American Industry*, by Harold F. Clark and Harold S. Sloan. Rutherford, N.J., Institute of Research, Fairfield Dickinson University, 1958. Pp. 139.

Discusses some of the educational courses available to employees in 296 American industrial corporations.

20. WORLD CONFERENCE OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Public Support for Education; Reports of National Teachers Association*. Washington, 1958. Pp. 52.

Industrial Health

21. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Lifting and Carrying*. London, H.M.S.O., 1958. Pp. 12.

22. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Safety Devices for Hand and Foot Operated Presses*. London, H.M.S.O., 1958. Pp. 32.

23. INTERNATIONAL LABOUR ORGANIZATION. *Safety and Health of Workers; the Task of the International Labour Organization*. Geneva, 1958. Pp. 39.

Industrial Relations

24. DUBIN, ROBERT. *Working Union-Management Relations; the Sociology of Industrial Relations*. Englewood Cliffs, N.J., Prentice-Hall, 1958. Pp. 291.

A sociological approach to industrial relations.

25. DUBIN, ROBERT. *The World of Work; Industrial Society and Human Relations*. Englewood, N.J., Prentice-Hall, 1958. Pp. 448.

Concerns the behavior of people at work. Touches on human and industrial relations, and discusses the nature of modern management.

26. INTERNATIONAL LABOUR OFFICE. *Collaboration between Public Authorities and Employers' and Workers' Organizations at the Industrial and National Levels*. Eighth item on the agenda. Geneva, 1958-1959. 2 Volumes.

At head of title: Report 8(1)-(2). International Labour Conference. 43rd session, 1959.

Part 1 contains a report on law and practice in the various countries with regard to collaboration between public authorities and employers' and workers' organizations at the industrial and national levels, together with a questionnaire on the subject. Part 2, based on replies from 46 member countries, analyzes the significant points in them and proposes conclusions.

27. STIEBER, JACK V., ed. *U.S. Industrial Relations: the Next Twenty Years*, by Clark Kerr [and others]. East Lansing, Michigan State University Press, 1958. Pp. 215. "Lectures... presented at Michigan State University in 1956-57 under the sponsorship of the Labor and Industrial Relations Center."

Contents: The American Industrial Relations System in 1975, by John T. Dunlop. Labor's

role in 1975, by Walter P. Reuther. Industrial Relations in 1975: a Management View, by John S. Bugas. The Future Role of Government in Industrial Relations, by David L. Cole. The Future of Social Security, by Edwin E. Witte. The Prospect for Wages and Hours, by Clark Kerr.

Labour Laws and Legislation

28. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices and Weekly Rest-Day*. October 1958. Ottawa, Queen's Printer, 1958. Pp. 24.

29. SULTAN, PAUL EDWARD. *Right-to-Work Laws: a Study in Conflict*. Los Angeles, Institute of Industrial Relations, University of California, 1958. Pp. 134.

Analyzes arguments of those favoring or opposing right-to-work laws. Also considers the economic, social and legal aspects of union security.

Labour Organization

30. CANADIAN LABOUR CONGRESS. *Memorandum to the Government of Canada, January 22, 1959*. Ottawa, 1959. Pp. 47.

31. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The Trade Unionist in Britain*. Rev. ed. London, 1958. Pp. 48.

Describes trade union organization, functions of the trade union member and the benefits of belonging to a trade union.

32. LESTER, RICHARD ALLEN. *As Unions mature; an Analysis of the Evolution of American Unionism*. Princeton, N.J., Princeton University Press, 1958. Pp. 171.

Partial Contents: The Essence of Unionism. The Changing Character of American Unionism—Management and Other External Influences. Dynamic Forces in American Unionism. Corrupting Influences in American Unionism. Experience in Britain and Sweden. Experience in Individual Unions. The Theory of Union Development. The Evolution of Union-Management Relations. Implications for Economic Analysis. Implications for Public Policy.

33. SAMUEL, HOWARD D. *Profile of a Union: the Amalgamated Clothing Workers of America, AFL-CIO*. Written and produced by Howard D. Samuel and Lynne Rhodes. New York, Amalgamated Clothing Workers of America, 1958. Pp. 94.

A pictorial pamphlet which explains the structure of the union, and what the union has done and is doing for its members in the way of contracts, wages and welfare benefits.

Labour Supply

34. SURIYAKUMARAN, CANAGANAYAGAN. *The Economics of Full Employment in Agricultural Countries, with Special Reference to India and Ceylon*. Colombo, K.V.G. De Silva & Co., 1957. Pp. 307.

35. WILCOCK, RICHARD CARRINGTON. *Small City Job Markets: the Labor Market Behavior of Firms and Workers*, by Richard C. Wilcock and Irvin Sobel. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1958. Pp. 170.

Contains two studies on the labor market situation in five Midwestern American areas.

Occupations

36. GERIN, ELISABETH. *Le métier dont je rêve*, par Elisabeth Gerin et Monique Chabaud. Paris, Centre de recherches et d'information pédagogiques, Editions B.P., 1957. Pp. 125.

Outlines some careers for women and suggests how to choose and prepare for them.

37. INTERNATIONAL LABOUR OFFICE. *International Standard Classification of Occupations*. Geneva, 1958. Pp. 236.

"The main purposes of an international classification of occupations are—(a) to facilitate international comparisons of statistical data originating at the national level; (b) to give guidance to governments wishing to develop or revise national occupational classification systems; and to serve as a means of identifying national occupations of international interest."

38. NATIONAL INSTITUTE OF HOUSEWORKERS LIMITED, LONDON. *A Guide for Domestic Workers in Hospitals*. 2nd ed. London, 1955. Pp. 55.

"This guide... is intended to help domestic workers in hospitals to do their various tasks thoroughly, quickly, economically and easily."

Wages and Hours

39. BUILDING SERVICES EMPLOYEES' INTERNATIONAL UNION. DEPARTMENT OF RESEARCH AND EDUCATION. *Wage Rates and Ranges for Selected Occupations in Cities and Other Governmental Units*, 1958. Chicago, 1958. Pp. 23.

40. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in the Building Service Industry in New York State*, 1956. New York, 1958. Pp. 165.

41. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on Prices, Wages, and Labour Statistics of New Zealand for the Year 1957*. Wellington, Government Printer, 1958. Pp. 96.

42. SOCIETE ROYALE D'ECONOMIE POLITIQUE DE BELGIQUE. *La réduction de la durée du travail; colloque des 23 et 24 février 1957*. Bruxelles, Les éditions de la Librairie encyclopédique, 1957. Pp. 209.

Consists of an introductory essay on the question of shorter hours, and a series of observations by eighteen individuals or groups on the essay.

Miscellaneous

43. EUROPEAN PRODUCTIVITY AGENCY. E.P.A.; *Activities and Achievements; a Summary of the Work done by E.P.A. during Four Years of Operational Activities*. Paris, 1958. Pp. 113.

Some of the programs in which the European Productivity Agency is interested are business management, vocational training, applied research, economic factors of productivity, and agriculture.

44. NATIONAL COUNCIL OF WOMEN OF CANADA. *Yearbook, 1958*. Ottawa, 1958. Pp. 188.

45. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Conference Board Economic Forum presents: The Business Outlook, 1959*. New York, c1958. Pp. 111.

Contents: Where in the Business Cycle? By Geoffrey H. Moore. Consumer Hard Goods, by George P. Hitchings. Consumer Soft Goods, by Ira T. Ellis. Consumer Services, by A. D. H. Kaplan. Retail Trade, by Malcolm P. McNair. Capital Goods and Steel, by Bradford B. Smith. Inventories, by Louis J. Paradise. Construction, by Miles L. Colean. Government Spending, by Edwin B. George. Agriculture, by Nathan M. Kofsky. Foreign Trade, by O. Glenn Saxon. Prices and Wages, by Jules Backman. Money and Credit, by Roy L. Reiersen. Securities, by Ragnar Naess. Summary, by Martin R. Gainsbrugh.

46. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Organization of Staff Functions*, by Louis A. Allen. New York, 1958. Pp. 104.

The following staff functions are presented and analyzed: Finance, Controller, Treasurer, Personnel Administration, Public Relations, Purchasing, Traffic, Secretary, and Legal.

The International Labour Organization's *International Standard Classification of Occupations* is now available from the ILO's Canada Branch, 202 Queen Street, Ottawa 4, Ontario, at a price of \$4.00.

The volume contains the International Standard Classification of Occupations that was endorsed as a basis for international statistical classification by the Ninth International Conference of Labour Statisticians (L.G., June 1957, p. 708).

One of the main objectives of the classification is to promote the international comparability of occupational data made available by different countries, especially census data. Another is to provide a framework and guide for the development of national systems of occupational classification in those countries that do not now have a satisfactory system, not only for statistical purposes but also for use in employment services.

LABOUR STATISTICS

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A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census; consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 17, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,076	112	426	1,730	2,244	1,017	547
Agricultural.....	623	*	48	135	158	261	20
Non-Agricultural.....	5,453	111	378	1,595	2,086	756	527
Males.....	4,582	93	332	1,306	1,652	783	416
Agricultural.....	591	*	47	130	144	250	19
Non-Agricultural.....	3,991	92	285	1,176	1,508	533	397
Females.....	1,494	19	94	424	592	234	131
Agricultural.....	32	*	*	14	11	11	*
Non-Agricultural.....	1,462	19	93	419	578	223	130
All Ages.....	6,076	112	426	1,730	2,244	1,017	547
14—19 years.....	544	14	43	198	171	86	32
20—24 years.....	760	17	54	249	256	126	58
25—44 years.....	2,845	52	180	800	1,074	468	271
45—64 years.....	1,709	26	129	437	653	296	168
65 years and over.....	218	*	20	46	90	41	18
<i>Persons with Jobs</i>							
All status groups.....	5,538	80	376	1,527	2,102	961	492
Males.....	4,098	61	285	1,121	1,530	735	366
Females.....	1,440	19	91	406	572	226	126
Agricultural.....	605	*	45	131	152	257	19
Non-Agricultural.....	4,933	79	331	1,396	1,950	704	473
Paid Workers.....	4,480	68	297	1,267	1,792	638	418
Males.....	3,168	52	215	890	1,269	439	303
Females.....	1,312	16	82	377	523	199	115
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	538	32	50	203	142	56	55
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,389	154	463	1,507	1,791	944	530
Males.....	1,138	46	105	293	342	219	133
Females.....	4,251	108	358	1,214	1,449	725	397

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended January 17, 1959		Week Ended December 13, 1958		Week Ended January 13, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	565	536	467	445	556	531
Without Jobs.....	538	512	440	420	527	505
Under 1 month.....	130	—	138	—	139	—
1— 3 months.....	257	—	188	—	276	—
4— 6 months.....	93	—	64	—	81	—
7—12 months.....	37	—	34	—	22	—
13—18 months.....	13	—	*	—	*	—
19 and over.....	*	—	—	—	*	—
Worked.....	27	24	27	25	29	26
1—14 hours.....	*	*	*	*	13	12
15—34 hours.....	18	16	18	17	16	14

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(§ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
1953—Total....	393	3,954	1,320	297	887	194	1,665	2,757	468	12,110
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1958—Jan.....	46.0	381.9	103.3	.....	.....	.....	.....	.....	.....	1,267.8
Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	467.1	1,024.0	163.5	1,277.1
Mar.....	48.5	389.8	130.3	.....	.....	.....	.....	.....	.....	1,283.2
Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,405.3
Oct.....	43.2	400.0	142.9	.....	.....	.....	.....	.....	.....	1,389.8
Nov.....	43.1	401.7	142.0	91.3	278.5	70.0	619.4	1,112.4	174.1	1,385.5
Dec.....	42.1	393.7	139.6	.....	.....	.....	.....	.....	.....	1,359.0
1959—Jan.....	42.5	399.3	137.2	.....	.....	.....	.....	.....	.....	1,350.3

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,634,815.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
Aug. 1.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
Sept. 1.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
Oct. 1.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
Nov. 1.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
Dec. 1.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
1959—Jan. 1.....	115.8	186.8	160.7	69.03	106.9	174.0	161.6	71.06

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Pay period preceding			Pay period preceding		
	Jan. 1 1959	Dec. 1 1958	Jan. 1 1958	Jan. 1 1959	Dec. 1 1958	Jan. 1 1958
(a) Provinces						
Newfoundland.....	112.6	121.1	116.1	60.82	62.24	60.65
Prince Edward Island...	115.6	134.4	106.6	51.16	48.78	50.55
Nova Scotia.....	94.9	96.5	96.3	55.07	59.15	55.48
New Brunswick.....	100.6	101.3	97.9	58.76	58.47	56.84
Quebec.....	114.4	119.7	117.0	66.15	68.96	63.92
Ontario.....	118.1	120.0	120.3	71.59	74.31	68.79
Manitoba.....	108.0	109.3	107.7	66.36	67.92	62.08
Saskatchewan.....	123.3	130.1	121.0	68.27	68.24	65.37
Alberta (including Northwest Territories).....	148.2	151.1	146.6	72.16	74.21	69.24
British Columbia (including Yukon).....	110.7	115.3	111.6	74.84	78.26	70.55
Canada.....	115.8	119.2	117.5	69.03	71.60	66.35
(b) Metropolitan Areas						
St. John's.....	126.0	135.9	124.1	49.91	49.77	47.85
Sydney.....	90.6	92.5	93.3	61.23	74.51	69.62
Halifax.....	120.0	116.3	117.4	56.49	57.69	54.36
Saint John.....	103.0	95.0	105.2	53.74	54.55	50.48
Quebec.....	104.5	110.4	105.1	57.35	59.57	54.68
Sherbrooke.....	97.9	100.9	100.5	54.66	58.34	51.00
Three Rivers.....	104.1	116.8	109.9	58.70	67.11	60.12
Drummondville.....	78.0	77.6	74.1	57.46	60.06	55.78
Montreal.....	119.5	123.3	121.1	66.82	69.99	64.59
Ottawa—Hull.....	124.2	125.9	119.9	63.28	65.56	59.58
Peterborough.....	98.9	99.2	102.8	75.95	79.87	75.37
Oshawa.....	180.8	178.0	176.3	85.10	80.65	73.61
Niagara Falls.....	95.4	99.5	112.9	75.22	77.79	75.37
St. Catharines.....	104.1	106.5	116.6	74.64	79.81	76.50
Toronto.....	131.8	133.6	132.0	72.25	74.85	69.33
Hamilton.....	106.4	107.1	109.4	75.75	76.26	72.01
Brantford.....	87.9	90.3	85.6	64.92	68.04	61.46
Galt.....	108.7	110.8	109.9	60.77	64.94	58.39
Kitchener.....	116.2	118.7	113.6	63.24	67.71	59.91
Sudbury.....	72.1	47.1	144.8	69.26	79.46	84.62
London.....	118.9	123.0	116.7	65.15	68.23	61.89
Sarnia.....	123.4	124.9	134.0	90.00	91.80	85.25
Windsor.....	79.1	81.3	86.1	73.72	79.84	67.82
Sault Ste. Marie.....	139.0	147.5	130.9	86.52	89.54	85.54
Ft. William—Pt. Arthur.....	112.0	117.1	116.5	70.90	73.46	68.66
Winnipeg.....	109.8	110.4	107.8	63.08	64.64	59.46
Regina.....	122.0	128.7	120.7	64.21	63.99	61.80
Saskatoon.....	129.7	137.4	125.1	63.52	64.29	60.31
Edmonton.....	175.2	180.8	176.5	66.27	69.13	62.91
Calgary.....	162.3	163.5	157.0	67.03	68.80	66.01
Vancouver.....	114.0	116.7	115.2	74.71	77.25	69.47
Victoria.....	118.1	116.0	120.9	67.61	70.57	64.15

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1959	Dec. 1, 1958	Jan. 1, 1958	Jan. 1, 1959	Dec. 1, 1958	Jan. 1, 1958
Newfoundland.....	37.2	37.9	41.4	166.5	156.9	169.8
Nova Scotia.....	38.4	41.1	37.6	152.1	146.1	150.7
New Brunswick.....	40.2	41.8	38.6	154.1	149.2	150.8
Quebec.....	37.8	41.8	38.1	152.6	149.9	149.1
Ontario.....	37.1	40.7	36.8	179.5	175.3	174.6
Manitoba.....	37.4	40.1	36.5	163.1	160.7	154.4
Saskatchewan.....	37.5	39.8	37.5	185.8	179.7	177.0
Alberta(1).....	38.5	40.8	37.5	180.9	177.6	175.5
British Columbia(2).....	35.4	38.1	34.3	206.6	205.6	199.5

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings' Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.05	163.2	125.1	130.5
July 1, 1958.....	40.5	166.6	67.47	161.8	124.7	129.8
August 1, 1958.....	40.3	165.9	66.86	160.3	125.2	128.0
September 1, 1958.....	40.6	164.0	66.58	159.6	125.6	127.1
October 1, 1958.....	40.7	164.4	66.91	160.4	126.0	127.3
November 1, 1958.....	40.8	165.5	67.52	161.9	126.3	128.2
December 1, 1958.....	40.9	167.3	68.43	164.1	126.2	130.0
January 1, 1959(1).....	40.8*	170.9	69.73*	167.2	126.1	132.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1959 are 37.4 and \$63.92.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: FORM U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment(2)		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
March 1, 1958.....	7,389	8,459	15,848	686,041	171,170	857,211R
April 1, 1958.....	9,730	10,892	20,622	681,810	171,022	852,832
May 1, 1958.....	17,323	13,174	30,497	581,032	165,375	746,407
June 1, 1958.....	15,172	14,677	29,849	443,407	156,591	599,998
July 1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959(1).....	9,425	9,295	18,720	615,788	175,574	791,362R
March 1, 1959(1).....	9,007	10,816	19,823	623,338	174,787	798,125

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

R—Revised.

(2) From December 1, 1958 registration figures during the seasonal benefit period do not include claimants for fishing benefits. As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JANUARY 30, 1959⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				December 31, 1958	January 31, 1958
Agriculture, Fishing, Trapping	250	86	336	+ 72	+ 74
Forestry	1,828	8	1,836	+ 753	+ 1,387
Mining, Quarrying and Oil Wells	357	30	387	+ 20	- 382
Metal Mining.....	186	7	193	- 29	- 217
Fuels.....	96	11	107	+ 6	- 141
Non-Metal Mining.....	26	2	28	+ 25	- 42
Quarrying, Clay and Sand Pits.....	11	1	12	+ 8	+ 2
Prospecting.....	38	9	47	+ 10	+ 16
Manufacturing	2,002	1,711	3,713	+ 1,026	+ 467
Foods and Beverages.....	122	95	217	- 3	+ 13
Tobacco and Tobacco Products.....	12	8	20	+ 13	- 56
Rubber Products.....	29	18	47	+ 25	+ 23
Leather Products.....	25	124	149	+ 8	+ 29
Textile Products (except clothing).....	64	66	130	+ 19	+ 28
Clothing (textile and fur).....	62	817	879	+ 393	+ 201
Wood Products.....	204	53	257	+ 79	+ 34
Paper Products.....	66	38	104	+ 11	- 61
Printing, Publishing and Allied Industries.....	91	70	161	+ 32	+ 15
Iron and Steel Products.....	381	97	478	+ 108	+ 46
Transportation Equipment.....	400	48	448	+ 70	+ 88
Non-Ferrous Metal Products.....	146	33	179	+ 116	+ 71
Electrical Apparatus and Supplies.....	139	66	205	+ 75	- 6
Non-Metallic Mineral Products.....	68	24	92	+ 23	+ 23
Products of Petroleum and Coal.....	23	18	41	+ 1	+ 17
Chemical Products.....	102	62	164	+ 21	- 22
Miscellaneous Manufacturing Industries.....	68	74	142	+ 35	+ 24
Construction	679	65	744	+ 115	+ 31
General Contractors.....	452	32	484	+ 68	- 80
Special Trade Contractors.....	227	33	260	+ 47	+ 111
Transportation, Storage and Communication	639	192	831	+ 391	+ 437
Transportation.....	546	90	636	+ 329	+ 429
Storage.....	39	16	55	+ 35	+ 12
Communication.....	54	86	140	+ 27	- 4
Public Utility Operation	59	24	83	+ 29	- 26
Trade	1,395	1,491	2,886	+ 652	+ 667
Wholesale.....	487	386	873	+ 139	+ 194
Retail.....	908	1,105	2,013	+ 513	+ 473
Finance, Insurance and Real Estate	471	608	1,079	+ 150	+ 176
Service	1,987	5,388	7,375	- 1,151	+ 995
Community or Public Service.....	207	1,120	1,327	+ 165	+ 154
Government Service.....	1,165	478	1,643	- 1,267	+ 285
Recreation Service.....	28	52	80	+ 30	+ 25
Business Service.....	341	353	694	+ 135	+ 153
Personal Service.....	246	3,385	3,631	- 214	+ 378
GRAND TOTAL	9,667	9,603	19,270	+ 2,057	+ 3,826

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JANUARY 29, 1959⁽¹⁾

(Source: Form UIC 757)

Occupational Group	Unfiled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,128	871	1,999	9,334	2,142	11,476
Clerical Workers.....	720	2,796	3,516	20,260	52,359	72,619
Sales Workers.....	1,051	658	1,709	9,008	22,020	31,028
Personal and Domestic Service Workers.	297	3,600	3,897	44,437	32,446	76,883
Seamen.....				7,023	53	7,076
Agriculture, Fishing, Forestry (Ex. log.).	232	16	248	7,016	1,025	8,041
Skilled and Semiskilled Workers.....	4,107	1,103	5,210	296,770	30,047	326,817
Food and kindred products (incl. tobacco).....	36	7	43	2,670	923	3,593
Textiles, clothing, etc.....	68	838	906	4,196	18,668	22,864
Lumber and lumber products.....	1,798	1	1,799	36,267	230	36,497
Pulp, paper (incl. printing).....	34	10	44	1,639	743	2,382
Leather and leather products.....	17	92	109	1,310	1,397	3,207
Stone, clay and glass products.....	9	1	10	1,019	66	1,085
Metalworking.....	340	10	350	28,025	1,299	29,324
Electrical.....	85	7	92	4,901	1,594	6,495
Transportation equipment.....				1,319	39	1,358
Mining.....	65		65	4,800		4,800
Construction.....	417		417	95,810	17	95,827
Transportation (except seamen).....	344	13	357	51,712	203	51,915
Communications and public utility.....	22		22	1,742	7	1,749
Trade and service.....	80	89	169	7,469	2,914	10,383
Other skilled and semiskilled.....	726	29	755	36,640	1,485	38,125
Foremen.....	38	5	43	6,638	451	7,089
Apprentices.....	28	1	29	10,113	11	10,124
Unskilled Workers.....	1,890	251	2,141	221,940	35,482	257,422
Food and tobacco.....	23	37	60	9,816	11,586	21,402
Lumber and lumber products.....	186	4	190	25,508	593	26,101
Metalworking.....	149	23	172	12,135	913	13,048
Construction.....	819		819	118,471	3	118,474
Other unskilled workers.....	713	187	900	56,010	22,387	78,397
GRAND TOTAL.....	9,425	9,295	18,720	615,788	175,574	791,362

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 29, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Jan. 29, 1959	Dec. 31, 1958	Jan. 30, 1958	Jan. 29, 1959	Dec. 31, 1958	Jan. 30, 1958
Saskatchewan	630	623	590	25,737	21,727	26,044
Estevan.....	34	31	26	632	499	702
Moose Jaw.....	96	94	95	2,031	1,812	2,043
North Battleford.....	28	21	38	2,255	1,923	2,217
Prince Albert.....	38	86	39	2,975	2,530	3,148
Regina.....	161	147	174	6,363	5,438	6,381
Saskatoon.....	153	122	118	5,498	4,607	5,503
Swift Current.....	46	42	30	1,348	1,134	1,370
Weyburn.....	20	24	31	672	582	724
Yorkton.....	54	56	39	3,963	3,202	3,956
Alberta	1,981	2,180	1,698	37,772	31,517	39,211
Blairmore.....	13	10	7	722	792	624
Calgary.....	683	863	499	10,540	8,790	10,541
Drumheller.....	23	22	8	494	421	751
Edmonton.....	939	958	823	18,686	15,055	19,533
Edson.....	54	64	75	523	638	650
Lethbridge.....	122	96	97	3,530	3,173	3,517
Medicine Hat.....	79	90	148	1,650	1,323	1,812
Red Deer.....	68	77	41	1,627	1,325	1,783
British Columbia	1,384	1,161	1,023	87,080	81,854	100,780
Chilliwack.....	47	53	29	2,801	2,893	2,913
Courtenay.....	3	1	3	1,787	1,874	2,404
Cranbrook.....	15	19	30	1,358	1,164	1,733
Dawson Creek.....	8	10	18	1,681	1,506	1,647
Duncan.....	9	11	8	1,288	1,400	1,902
Kamloops.....	10	7	12	2,339	1,942	2,407
Kelowna.....	5	12	14	2,239	2,044	2,250
Kitimat.....	10	2	8	403	425	773
Mission City.....	22	11	2	1,659	1,600	2,031
Nanaimo.....	15	12	12	1,898	2,183	3,031
Nelson.....	3	11	24	1,664	1,451	1,906
New Westminster.....	133	85	108	11,859	11,565	11,607
Penticton.....	5	5	26	2,338	2,110	2,467
Port Alberni.....	21	19	14	1,185	1,020	1,855
Prince George.....	91	93	59	2,770	2,911	3,200
Prince Rupert.....	17	9	24	2,353	2,131	2,782
Princepton.....	1	3	.....	656	568	713
Trail.....	27	16	21	1,422	1,266	1,611
Vancouver.....	748	630	457	35,712	33,361	43,934
Vernon.....	10	4	18	3,143	2,830	3,258
Victoria.....	173	135	108	5,812	4,981	5,729
Whitehorse.....	11	13	28	713	629	627
Canada	18,720	17,192	14,682	791,362	720,420	829,477
Males.....	9,425	8,643	6,822	615,788	562,257	661,965
Females.....	9,295	8,549	7,860	175,574	158,163	167,512

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (1 month).....	45,177	27,007	18,170	2,808	11,174	18,008	9,206	3,981
1959 (1 month).....	57,717	38,281	19,436	4,679	15,094	21,177	11,746	5,021

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JANUARY, 1959**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	13,240	8,995	4,245	16,190	12,953	3,237	3,980
Prince Edward Island.....	1,882	1,620	262	2,639	2,362	277	314
Nova Scotia.....	17,813	13,059	4,754	22,191	19,329	2,862	2,719
New Brunswick.....	12,900	10,925	1,975	15,684	12,965	2,719	2,567
Quebec.....	95,702	74,832	20,870	121,628	107,560	14,068	20,405
Ontario.....	100,199	72,899	27,300	118,446	101,358	17,088	19,407
Manitoba.....	14,245	11,011	3,234	15,444	13,511	1,933	3,383
Saskatchewan.....	9,630	7,766	1,864	12,045	10,415	1,630	2,363
Alberta.....	17,091	12,577	4,514	19,120	17,005	2,115	4,885
British Columbia.....	34,831	24,958	9,873	41,200	35,790	5,410	5,650
Total, Canada, January, 1959.....	317,533	238,642	78,891	384,587	333,248	51,339	65,673
Total, Canada, December, 1958.....	475,155	353,571	121,584	431,242	369,165	62,077	132,727
Total, Canada, January, 1958.....	367,382	277,446	89,936	453,226	399,683	53,543	82,079

* In addition, revised claims received numbered 52,290.

† In addition, 51,333 revised claims were disposed of. Of these, 4,331 were special requests not granted and 1,299 were appeals by claimants. There were 7,351 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT.**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of:	Total	Employed	Claimants
1959—January.....	4,221,600	3,506,600	715,000
1958—December.....	3,972,000	3,552,800	419,200
November.....	3,901,000	3,577,500	323,500
October.....	3,907,000	3,624,400	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1959

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	February 1958	January 1959	February 1959					
(1) St. John's, Nfld.....	110.6	112.6	113.2	110.7	114.2	104.0	109.2	124.1
Halifax.....	121.2	124.8	125.2	117.6	132.3	117.8	128.0	135.0
Saint John.....	123.6	126.7	127.0	121.0	135.5	117.3	123.3	139.7
Montreal.....	124.0	126.5	126.2	126.3	143.0	104.5	118.5	133.4
Ottawa.....	124.3	126.4	126.1	119.6	146.8	112.1	121.4	133.2
Toronto.....	127.5	128.9	128.5	119.3	154.0	112.7	122.4	136.1
Winnipeg.....	122.0	123.6	123.2	120.4	131.2	114.6	117.9	130.0
Saskatoon—Regina.....	120.5	122.8	122.4	119.7	122.4	118.9	123.6	126.3
Edmonton—Calgary.....	120.2	122.5	122.2	118.7	125.5	115.5	121.3	129.6
Vancouver.....	124.5	128.1	127.7	122.8	137.9	113.4	132.4	133.6

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1959, BY MONTH†

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January	23*	23	9,364*	9,364	169,880	0.18
February	19	31	6,506	13,921	63,400	0.07
March	26	39	13,173	15,196	132,325	0.14
April	23	32	5,983	11,964	122,470	0.13
May	19	33	6,165	8,238	71,620	0.07
June	21	40	3,229	7,845	106,435	0.11
July	26	46	2,089	6,078	84,330	0.08
August	25	54	15,530	18,495	255,360	0.25
September	26	56	32,400	48,444	491,280	0.49
October	19	48	3,552	41,537	857,390	0.85
November	28	49	6,233	26,898	281,525	0.28
December	5	31	3,273	18,129	243,105	0.24
Cumulative Totals	260		107,497		2,879,120	0.24
1959						
January	38*	38	13,739*	13,739	158,730	0.16
February	9	29	515	7,068	123,175	0.12
Cumulative Totals	47		14,254		281,905	0.14

† 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. 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 for a short period of time is frequently not received until some time after its commencement.

* Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS FEBRUARY 1959, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Lost Man-Days February / Accumulated				
In Progress Prior to February 1959							
Logging— Anglo-Newfoundland Development Co. Grand Falls, Nfld.	International Woodworkers of America, No. 2-254, AFL- CIO/CLC.	1,360	32,640 69,360	Dec. 31, 1958		Wages and hours.	
Marathon Corporation, Caramat, Hillspoint and Stevens, Ont.	United Brotherhood of Car- penters and Joiners of Amer- ica, No. 2693, AFL-CIO/ CLC.	320	8,880 17,760	Jan. 5		Alleged delay in negotiations.	
Bowater Corporation, Deer Lake, Nfld.	International Woodworkers of America, No. 2-255, AFL- CIO/CLC.	1,500	36,000 54,000	Jan. 17		Wages, hours and union recog- nition.	
MANUFACTURING— Wood Products— Sawmill Plants, Southern Interior, B.C.	International Woodworkers of America, Nos. 1-405, 1-423, 147, AFL-CIO/CLC.	1,000	3,000 50,000	Nov. 25, 1958	Feb. 5	Wages and union shop.	16¢ an hour increase over an 18-month period, union security clause.
Passmore Lumber Co., Passmore, B.C.	International Woodworkers of America, No. 1-405, AFL- CIO/CLC.	135	2,700 4,530	Jan. 15		Wages.	
Iron and Steel Products— Sorel Industries, St. Joseph de Sorel, Que.	Le Syndicat National de l'Industrie Metallurgique de Sorel, CCOCL.	257 ^a	1,285 14,130	Nov. 20, 1958	Feb. 9	Wages, hours and fringe bene- fits.	Wage increase, reduction in work week.
Transportation Equipment— Griffin Steel Foundries, St. Hyacinthe, Que.	Syndicat des Metallurgistes de St. Hyacinthe, CCOCL.	133	2,660 10,815	Nov. 6, 1958		Disciplinary dismissal of one worker and grievances.	
Electrical Apparatus and Supplies— Square "D" Co. Canada, Toronto, Ont.	International Union of United Electrical, Radio and Ma- chine Workers of America, No. 552, AFL-CIO/CLC.	248	3,270 15,060	Nov. 25, 1958	Feb. 23	Wages.	5¢ an hour increase for each year of two-year contract.

CONSTRUCTION— Lockerbie & Hole Western, Edmonton, Alta.	United Association of Jour- ney-men and Apprentices of the Plumbing and Pipefit- ting Industry of U.S. and Canada, No. 488, AFL- CIO/CLC.	1086	645	8,465	Oct. 20, 1958	Feb. 10	Wages and fringe benefits.	Resumption of work, fur- ther negotiations.
TRANSPORTATION, STORAGE AND COMMUNICATION— Canadian Broadcasting Corporation, Montreal, Que.	Association des Realisateurs.	1,150	23,000	58,055	Dec. 29, 1958		Union recognition.	
Commencing in February 1959								
MANUFACTURING— <i>Transportation Equipment</i> — Kingston Shipyard, Kingston, Ont.	International Brotherhood of Boilermakers, Iron Ship- builders, Blacksmiths, For- gers, and Helpers, Nos. 210 and 221; United Steelwork- ers of America, No. 210, AFL-CIO/CLC.	125	125	125	Feb. 5	Feb. 6	Payment of dirty money.	Return of workers pending negotiations, suspension of work in disputed area.
Long Manufacturing, Oakville, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 1286, AFL-CIO/CLC.	178	710	710	Feb. 16	Feb. 20	Wages, fringe benefits, seniority.	6¢ an hour increase, 3¢ an hour cost-of-living in- crease, improved fringe benefits.
<i>Electrical Apparatus and Supplies</i> — Canadian Allis-Chalmers, St. Thomas, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 1285, AFL-CIO/CLC.	104	1,870	1,870	Feb. 4		Wages.	

(a) 185 indirectly affected; (b) 67 indirectly affected.

H—Industrial Fatalities

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FOURTH QUARTER OF 1958 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	5	14		12	7	16	1	8			3		66
(a) Tools, machinery, cranes, etc.....		1			2	2		1					6
(b) Moving vehicles.....	3	1		1		5		6			1		16
(c) Other objects.....		12		11	5	3	1	1			2		44
Caught In, On or Between Machinery, Vehicles, etc.....			1	2	4	3		1	1				12
Collisions, Derailments, Wrecks, etc.....	15	11		6	4	12	1	20	6		1		76
Falls and Slips.....	4	1	2	8	5	11				1	3		39
(a) Falls on same level.....										1			1
(b) Falls to different levels.....	4	1	2	8	5	11		4			3		38
Conflagrations, Temperature Extremes and Explosions.....				75	1	3		4	1				84
Inhalation, Absorptions, Asphyxiation, etc.....				5	7	1						1	14
Electric Current.....					1	2	1	1				2	7
Over-exertion and Industrial Diseases.....												2	2
Miscellaneous Accidents.....							1					1	2
Total, Fourth Quarter—1958.....	24	26	3	108	29	48	4	38	8	1	13		302
Total, Fourth Quarter—1957.....	20	32	1	57	50	85	12	57	15	1	19		349

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1958

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1	3		2	12		3	3			24
Logging.....			2	1	9	6		1	1	6		26
Fishing and Trapping.....			1			1	1					3
Mining and Quarrying.....			77		1	19	1	1	4	5		108
Manufacturing.....			2	2	1	17	2			5		29
Construction.....	2	1	3	1	8	15	5	4	3	6		48
Public Utilities.....			1		2	1						4
Transportation, Storage and Communications.....	5			3	13	10	1	1	1	4		38
Trade.....			1			5	1			1		8
Finance.....										1		1
Service.....				1	2	6				4		13
Unclassified.....												
Total.....	7	2	90	8	33	92	11	10	12	32		302*

* Of this total 247 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 61 were obtained from other non-official sources.



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CURRENT MANPOWER AND LABOUR RELATIONS REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

The employment situation showed further improvement in April, reflecting for the most part gains in construction and agriculture. Total employment was estimated to be 5,664,000; the increase of 112,000 from the previous month was significantly more than the normal seasonal increase for April. The gain in non-farm employment was particularly impressive. This marks the fourth consecutive month in which non-farm employment has increased more than seasonally, after showing little more than the usual seasonal changes for most of 1958. Since the turn of the year, the non-seasonal gain has been almost 3 per cent.

Spring work in agriculture began early this year, with a correspondingly early rise in farm employment. Consequently, additions to the farm work force in April were smaller than in past years. An estimated 661,000 persons were engaged in farm work during April, 30,000 fewer than a year before.

Non-agricultural employment rose from 4,933,000 to 5,003,000 during the month, about double the average increase during April. Since the beginning of the year non-farm employment, seasonally adjusted, has advanced in all regions, and in all regions except the Atlantic Provinces it has risen above the pre-recession peaks. In the two central regions, non-farm employment jumped sharply in the first two months of this year but has shown little change since. In the Prairie Provinces the increase was very sharp in both March and April; currently non-farm employment in this region is 6 per cent above last year and 10 per cent higher than two years ago. The gain in British Columbia was less spectacular than in the Prairie region although the margin over last year was the same in each.

The number of job seekers fell from 525,000 in March to 445,000 in April, about the same decline as last year. Consequently, the year-to-year decline (77,000) was about the same as it was last month. There were other indications of improved conditions: temporary layoffs declined over the year from 32,000 to 22,000; the number of short-time workers dropped slightly from 49,000 to 44,000 over the year, and the number laid off for part of the week was down from 12,000 to 10,000.

Duration of unemployment was still significantly greater than it has been in past years. This April an estimated 84,000 job seekers had been looking for work for more than six months, compared with 71,000 last April. For all job seekers, the average time seeking work was approximately as follows: April 1957, 3.7 months; April 1958, 4.7 months; April 1959, 5.2 months.

The age distribution of the job seekers in April was not very different from a year ago. The main change was in younger women (14 to 19 years) and older men (45 years and over), who now form a significantly larger proportion of the total number without jobs and seeking work than last year.

Industrial Trends

The service-producing industries* continued to provide the main increase in employment from last year. In April the year-to-year gain of 157,000 in total non-farm employment was largely accounted for by an increase of 141,000 in these industries. The service industry itself accounted for 103,000 of the total increase.

Production and employment in some sections of manufacturing have increased substantially since the turn of the year, but over-all recovery in manufacturing has not been too impressive. Weakness was centred mainly in the producers goods industries, particularly in the manufacture of aircraft, machinery, and heavy electrical apparatus. Production of primary steel, construction materials and consumer goods (particularly motor vehicles, household durable goods and textiles) has been the main basis of the moderate over-all gain.

Forestry employment strengthened slightly towards the end of last year, but dropped more sharply than usual in recent months. As a result, the number employed in April was not much above depressed levels of last year. There were marked regional variations, from a very high level of activity in British Columbia to low levels in Ontario and Newfoundland.

The seasonal expansion in construction has been encouraging. The annual investment survey conducted by the Department of Trade and Commerce shows that expected outlays on construction in 1959 are slightly smaller than last year. The report also indicates that if general economic conditions continue to improve, an upward revision of investment plans is not unlikely. Recent announcements of new projects, notably in the western provinces, indicate that in these regions at least, labour requirements in the construction industry may be greater than was expected earlier. In April, employment in the industry was estimated to be 399,000, up 24,000 from a year earlier, and 8,000 from April 1957.

1953-54 and 1957-58 Recessions Compared

In the past three years the Canadian economy has passed from vigorous expansion to contraction and in recent months has shown signs of developing another round of expansion. While the recession had fairly well run its course as early as last summer, there was little real improvement in the economy until late in 1958. Recently, however, increases in employment and output have been the largest in more than two years and prospects are that this upward trend will continue this summer.

In retrospect, the recession was similar in many respects to the earlier postwar contraction of 1953-54. Both recessions were of roughly the same duration, and total employment declined by about the same amount in the two periods. The drop in non-farm output was greater during the recent business decline than it was in 1953-54. A general shortening of the work week developed during both recessions: average hours worked in manufacturing (seasonally adjusted) dropped four-fifths of an hour in the recent contraction and a full hour in 1953-54.

* Includes transportation, communication, storage, trade, finance, insurance, real estate, and service.

A look at the statistics shows that trends were somewhat similar during the two recessions but that there were important differences in the extent of some of the changes. In both periods, the slowdown in investment had a considerable impact on employment in construction and machinery manufacturing. The table below shows, however, that building and general engineering construction declined 15 per cent in the 18 months following the peak in 1957 compared with a 7-per-cent decline during the comparable period in 1953-54.

The relative stability of consumer purchasing had a strengthening influence on the economy during both recessions. While shifts in the pattern of consumption occurred during the downward phase of both business cycles, the value of consumption expenditures continued to rise. The changes in purchases among the various types of goods and services had a noticeable impact on particular industries. During 1958, for example, the sharp rise in consumer outlays for new housing helped to compensate for reduced purchases in other sectors. On the other hand, sales of some types of consumer durables fell off sharply; this was particularly true of automobiles.

Exports of goods and services showed little over-all change in the last recession because major increases in uranium ores and concentrates, aircraft, natural gas, wheat and flour, offset decreases in some of the new resource products such as petroleum and iron ore and in many traditional exports such as pulp and paper, asbestos and various other non-ferrous metals. In the earlier recession exports of grains and flour declined sharply, more than offsetting the increase in non-grain exports.

Finally, government action at the municipal, provincial and federal levels had an important stabilizing influence in both recessions. In the recent downturn, however, government expenditures for goods and services, and government transfer payments, were much larger than in 1953-54.

Employment Changes in the Two Recessions

The chief similarity of employment trends between the two recessions was in manufacturing and mining. In each of these industries the employment decline after 18 months was virtually the same. A notable increase in uranium mining in 1957-58 offset, to a large extent, employment losses in base metals and coal mining. Construction and transportation registered somewhat larger declines in the second recession than in 1953-54. Building and general engineering was the source of much of the weakness in construction.

The trade, finance and service industries were a strong support to the economy during both recessions, with perhaps slightly more strength in 1953-54. Because they accounted for close to 50 per cent of total non-agricultural employment in January 1959 (after a rise of more than 2 per cent in four years), the support lent by these industries was important.

The main differences between 1953-54 and 1957-58 were in forestry and public utilities. Forestry experienced a drop of more than 30 per cent in the latter recession. In contrast, forestry employment in 1953-54 declined only about 7 per cent during the first year of the recession and had fully recovered six months later. Public utilities (relatively small, employment-wise) rose substantially throughout 1953-54 but showed only a moderate increase in 1957-58.

A feature of both recessions was that the decline in manufacturing employment was concentrated in durable goods, and in both it amounted to about 10 per cent after a period of 18 months. Non-durable goods manufacturing fared a little better in the second recession, the employment decline being less than half as large as it was in 1953-54.

Transportation equipment manufacturing was hardest hit during both recessions, the loss in employment amounting to almost 20 per cent. Iron and steel products employment was sustained better in 1957-58, but the number of workers in machinery manufacturing fell by 18 per cent in 18 months, a much larger decline than in the earlier recession. This was in contrast to a smaller drop in primary iron and steel, where employment declined 12 per cent in 18 months, 10 percentage points less than in 1953-54. Electrical goods employment weakened much more in the second recession. Paper and chemical products were also somewhat weaker in 1957-58, but wood products employment was relatively stronger. Food and beverages and clothing were stronger in the 1957-58 period. Clothing employment declined much less in 1957-58 than in the previous recession.

Probably the most important difference between the two periods was in unemployment. In the recent recession the number of persons without jobs and seeking work reached a high of 10 per cent of the labour force. In the previous downturn the peak was 7.4 per cent. Differences in the number unemployed, and their characteristics, will be discussed in a subsequent issue.

Employment Changes in Two Recessions, 1953-54 and 1957-58

Indexes (1949=100) Seasonally Adjusted

Industry	Employment April 1953*	Percentage Change	Employment June 1957*	Percentage Change
		(18 Months Later)		(18 Months Later)
<i>Industrial Composite</i>	114.3	-4.2	123.6	-5.2
Forestry.....	97.0	+5.6	111.3	-33.1
Mining.....	114.2	-3.1	127.1	-2.4†
Manufacturing.....	111.6	-7.1	116.7	-6.4
Durable Goods Mfg.....	124.6	-10.8	126.6	-11.5
Non-Durable Goods Mfg.....	105.0	-3.7	108.4	-1.6
Construction.....	119.0	-6.3	138.5	-10.2
Building and Gen. Engineering	124.9	-7.5	147.6	-15.3
Hwys., Streets and Bridges...	99.0	+6.8	124.3	-1.8
Transportation, Storage and Communication.....	110.9	-2.2	121.1	-6.1
Public Utility.....	101.5	+15.4	133.8	+2.7
Trade.....	113.6	+1.4	131.8	-0.1
Finance.....	123.1	+5.6	144.0	+5.0
Service.....	109.7	+2.9	131.4	+3.2
<i>Manufacturing</i>	111.6	-7.1	116.7	-6.4
Food and Beverages.....	105.5	-0.2	111.5	+3.0
Clothing.....	104.7	-12.0	94.7	-3.4
Iron and Steel Products.....	113.4	-14.3	114.8	-9.6
Machinery Mfg.....	116.1	-7.5	127.7	-18.3
Primary Iron and Steel.....	121.6	-22.9	127.3	-12.5
Transportation Equipment.....	153.9	-18.1	145.0	-19.3
Paper Products.....	108.9	+5.5	125.2	-2.4
Wood Products.....	108.4	-6.0	106.6	-1.2
Electrical Goods.....	134.0	-2.9	153.3	-13.4
Chemical Products.....	115.6	+4.7	132.9	-2.9

† Adjusted for strike.

* The expansion of total employment had clearly ended at these dates, although there were erratic movements to fractionally higher levels in preceding or subsequent months. Since employment in each industry has its own time cycle, this table is not a comparison of cyclical change for each industry; rather it is a comparison of the behaviour of each during the declines in over-all employment.

Current Labour Statistics

(Latest available statistics as of May 10, 1959)

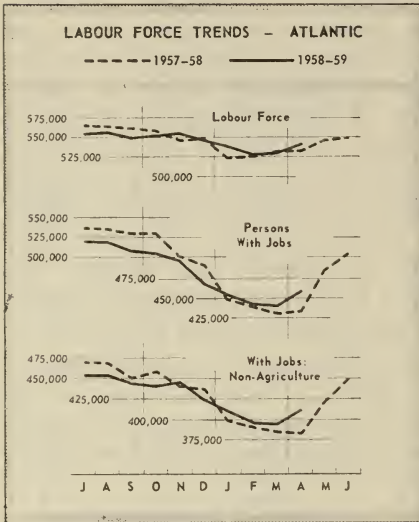
Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	April 18	6,109,000	+ 0.5	+ 0.8
Total persons with jobs.....	April 18	5,664,000	+ 2.0	+ 2.3
At work 35 hours or more.....	April 18	4,957,000	+ 2.5	+ 1.8
At work less than 35 hours.....	April 18	235,000	- 7.9	+ 15.8
With jobs but not at work.....	April 18	169,000	- 7.7	+ 6.3
With jobs but on short time.....	April 18	44,000	- 4.4	- 10.2
On temporary layoff for the full week.....	April 18	22,000	-24.1	- 31.3
Persons without jobs and seeking work.....	April 18	445,000	-15.2	- 14.8
Persons with jobs in agriculture.....	April 18	661,000	+ 6.8	- 4.4
Persons with jobs in non-agriculture.....	April 18	5,003,000	+ 1.4	+ 3.2
Total paid workers.....	April 18	4,546,000	+ 1.6	+ 3.0
Registered for work, NES (b)				
Atlantic.....	April 16	106,600	- 8.8	- 8.0
Quebec.....	April 16	251,700	- 6.0	- 5.5
Ontario.....	April 16	209,200	- 9.3	- 7.8
Prairie.....	April 16	98,900	- 6.6	- 13.4
Pacific.....	April 16	67,300	- 9.4	- 23.9
Total, all regions.....	April 16	733,700	- 7.8	- 9.6
Claimants for Unemployment Insurance benefit.....				
Amount of benefit payments.....	March 31	766,862	- 3.7	- 10.8
Industrial employment (1949 = 100).....	February	113.0	- 0.6	0.0
Manufacturing employment (1949 = 100).....	February	107.5	0.0	- 0.7
Immigration.....				
Destined to the labour force.....	1st Qtr. 1959	16,955	-	- 20.2
	1st Qtr. 1959	8,056	-	- 23.0
<i>Conciliation Services</i>				
Number of cases in progress.....	February	684	- 2.6	- 6.9
Number of workers involved.....	February	124,355	-10.6	- 45.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	April	22	-29.0	- 31.3
Workers involved.....	April	8,747	-58.3	- 26.9
Duration in man days.....	April	72,340	-24.2	- 40.9
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	February	\$73.09	+ 1.0	+ 4.4
Average hourly earnings (mfg.).....	February	\$1.71	+ 0.6	+ 3.6
Average hours worked per week (mfg.).....	February	40.9	+ 0.7	+ 2.3
Average weekly earnings (mfg.).....	February	\$69.77	+ 0.7	+ 5.5
Consumer price index (av. 1949 = 100).....	April	125.4	- 0.1	+ 0.2
Real weekly earnings (mfg. av. 1949 = 100).....	February	133.0	+ 1.1	+ 3.8
Total labour income..... \$000,000	February	1,360	+ 0.7	+ 6.5
<i>Industrial Production</i>				
Total (average 1949 = 100).....	March	158.6	- 0.8	+ 6.2
Manufacturing.....	March	142.4	+ 0.7	+ 5.8
Durables.....	March	143.5	+ 1.0	+ 5.5
Non-Durables.....	March	141.4	+ 0.4	+ 6.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 339, March issue.

(b) See page 339, March issue.

Manpower Situation in Local Areas

ATLANTIC



Employment showed greater expansion in the Atlantic region during April of this year than in the same month of the past three years. In the April labour force survey, an estimated 459,000 persons had jobs, about 18,000 more than in March and 24,000 more than in April 1958. Seasonal industries figured prominently in the over-all employment gain during the month. In construction the advance was greater than usual, partly because outdoor work was aided by favourable weather. Fishing and fish processing shared in the spring pickup in employment; the fishing industry normally reaches a peak in July so that additional gains can be expected in the next few months. Sawmilling and road

transportation showed little improvement during April as weight restrictions were still in effect on rural roads. The Cape Breton coal mines, which were closed down during March, re-opened in April. Manufacturing employment showed a slight improvement during the month as a result of further strengthening in shipbuilding. The level of manufacturing employment was still lower than last year, however, owing to continuing weaknesses in the iron and steel products industries.

Employment trends in water transportation and logging followed the usual spring pattern. As usual at this time of the year, opening of navigation on the St. Lawrence resulted in a decline in Atlantic port activity. Logging employment showed a similar decline during April as hauling operations terminated in various districts. Logging activity was expected to increase again during May, however, as the river drives get underway.

Unemployment declined in virtually all parts of the region during April. It was still substantial in most areas, though lower than in the corresponding period last year. The classification of the 21 areas in the region was as follows (last year's figures in brackets): in substantial surplus 19 (20); in moderate surplus 2 (1).

Local Area Developments

St. John's (metropolitan) remained in Group 1. The construction industry, which usually provides a large number of jobs during the busy season, expanded more rapidly than usual during the month. The number of construction workers registered at the NES offices showed a 15-per-cent decline from the March figure, compared with a 10-per-cent decrease during the same period last

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SURPLUS
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Edmonton Quebec-Levis St. John's Windsor	Calgary Halifax → HAMILTON Montreal Ottawa-Hull Toronto → VANCOUVER-NEW- WESTMINSTER → WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Farnham-Granby Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Timmins- Kirkland Lake Trois Rivières	Brantford Guelph Kingston London → NIAGARA- PENINSULA Oshawa Saint John → SARNIA Sudbury Victoria	Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Barrie Charlottetown North Battleford Prince Albert Rivière du Loup Thetford-Megantic- St. Georges Yorkton	Brandon Chatham Lethbridge Moose Jaw Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Bracebridge Brampton Bridgewater Campbellton Dauphin Dawson Creek Edmundston Fredericton Gaspé Grand Falls Kentville Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie PRINCE GEORGE ← Prince Rupert Quebec North Shore Rimouski Ste. Agathe- St. Jérôme St. Stephen Sorel Summerside Truro Valleyfield Victoriaville Woodstock Yarmouth	→ BEAUHARNOIS → BELLEVILLE- TRENTON Central Vancouver Island → CHILLIWACK Cranbrook → DRUMHELLER → DRUMMONDVILLE Goderich Kamloops Listowel Lachute-Ste. Thérèse St. Hyacinthe St. Jean → SAULT STE MARIE → SIMCOE Stratford Swift Current → TRAIL-NELSON Walkerton → WEYBURN	→ GALT Kitimat → MEDICINE HAT → ST. THOMAS → WOODSTOCK- INGERSOLL	

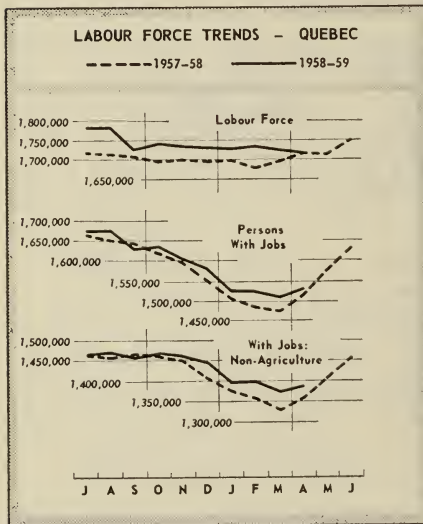
→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 339, March issue.

year. Construction employment continued at a much higher level than last year. Most other industries in the area showed slight year-to-year employment gains. All activities that were curtailed by winter weather conditions were busier during the month. The opening of the lobster season in April boosted employment among fishermen.

Halifax (metropolitan) remained in Group 2. The employment situation in this area remained much more favourable than in other parts of the region. Manufacturing, which accounts for almost one-third of total industrial employment in the area, showed little employment change during the month. All plants in the area were reported to be operating at capacity. Employment in retail trade was maintained at a higher level than last year despite a reported drop in the volume of sales.

Saint John (major industrial) remained in Group 2. Unemployment increased as usual in this area as a result of a decline in shipping through the port of Saint John. The level of unemployment was still considerably lower than last year, however. Total employment was considerably higher than a year before. At the end of February, industrial employment showed a year-to-year increase of 11 per cent; all industries showed sizable gains. The construction industry in particular has shown unusual strength during recent months. In the first quarter of 1959, construction employment was more than one-third higher than in the comparable period last year.

QUEBEC



Employment rose in the Quebec region as activity in agricultural and other seasonal industries began to pick up. In April, the number of persons with jobs was estimated to be 1,532,000, an increase of some 22,000 over the previous month and 15,000 over last year. In sharp contrast with this time last year, when entries into the labour force were unusually large, the labour force declined non-seasonally. In the same period, the employment increase was close to the long-term average. Consequently, unemployment fell below last year's level.

Activity in the woods reached its seasonal low point during the month but employment was at a higher level than last year. During the second half of

April, preparations for the river drive resulted in some hirings.

With the opening of the navigation season on the St. Lawrence, seamen, stevedores and longshoremen were being hired.

Employment was stable during the month in metal mining, the heavy production of steel in the United States influencing iron ore production favourably. There was a further layoff in asbestos mining, and some short time was reported as a result of road restrictions.

Much of the non-farm employment increase was in construction, although the seasonal upswing in this industry was not as vigorous as last spring. The main requirement for labour was in residential and highway construction. In

most urban centres, the number of housing units started in April was lower than last year, although the volume of work underway was still considerably higher.

In manufacturing, primary and secondary textile plants, along with boot and shoe factories, continued to show strength. The seasonal peaks of activity in these industries during the first quarter of 1959 were higher than a year ago. The chief weaknesses in manufacturing were still in aluminium, heavy machinery and other iron and steel products. Activity in shipbuilding and the manufacture of railway rolling stock and electrical apparatus picked up after declining for most of last year.

Unemployment declined considerably during the month and in 16 of the 24 areas was lower than a year ago. At the end of April, the area classification was as follows (last year's figures in brackets): in substantial surplus, 18 (21); in moderate surplus, 6 (3).

Local Area Developments

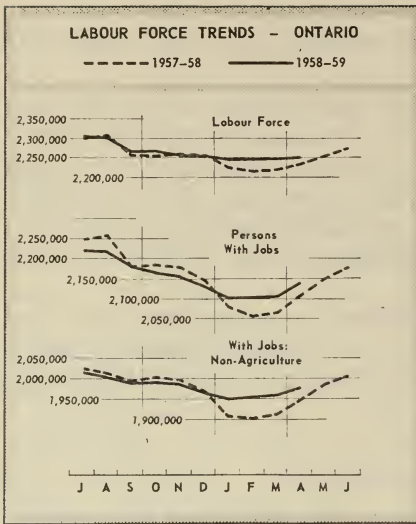
Montreal (metropolitan) remained in Group 2. Unemployment declined further during the month and was lower than a year ago. The seasonal rise in construction, mainly residential, contributed most to the rise in employment. Employment also rose seasonally in food and beverage, iron and steel and construction materials plants. Activity in textile, clothing and leather manufacturing fell off after Easter but was higher than last year. There was little change in employment in aircraft and railway rolling stock manufacturing.

Quebec-Levis (metropolitan) remained in Group 1. Unemployment declined further during the month but not enough to warrant the reclassification of the area. The opening of the navigation season resulted in the rehiring of seamen and longshoremen. In spite of a seasonal decline during April, a rising employment trend in consumer non-durable goods manufacturing was maintained; in February, employment in the clothing and leather industry was 9 and 10 per cent higher, respectively, than a year earlier. Shipbuilding plants in Levis took on additional staff and indications are that this industry will have a good season. About 300 workers were laid off in a tobacco factory due to reorganization of the company.

ONTARIO

Employment in Ontario continued to increase during the month although the rise was no greater than is usual for this time of year. The number of persons with jobs at April 18 was estimated to be 2,139,000, some 32,000 higher than the previous month and about 31,000 more than a year before. About 40 per cent of the increase occurred in agriculture. Unemployment declined considerably during the month and was noticeably lower than last year.

Manufacturing employment showed noticeable gains over the month. One conspicuous element was the steel industry, which was operating at a rate some 30 per cent above last year's level, partly in response to new orders from the construction industry, and partly owing to a build-up of depleted stocks in other steel-using industry. Most durable goods industries were operating at a fairly high level. Production of farm implements and railway rolling stock continued to increase, resulting in new hirings. Other capital



goods industries, however, showed little change from last month. Motor vehicle production recorded another 10-per-cent gain from the previous month, exceeding last year's output by 18 per cent. Activity in the construction industry was somewhat lower than last year, although higher in roadbuilding and residential construction. Improved weather conditions resulted in new demands for labour from agriculture, transportation and forestry.

Nine of the 34 areas in the region were reclassified during the month, all to categories denoting less unemployment. At the end of April, the area classification was as follows (last year's figures in brackets): in substantial surplus, 11 (12);

in moderate surplus, 19 (21); in balance, 4 (1).

Local Area Developments

Hamilton (metropolitan) was reclassified from Group 1 to Group 2. Unemployment showed a considerable drop from last month as well as from last year, the area deriving its main strength from the heavy labour demands of plants producing steel, farm implements and railway rolling stock. The area's weaknesses were in electrical appliance and textile manufacturing. Construction, particularly non-residential building, was opening up rapidly.

Metropolitan Areas with Classifications Unchanged: *Ottawa-Hull* (Group 2): Employment increased at a much faster rate than had been expected earlier, with a particularly heavy demand for construction workers. *Toronto* (Group 2): The pattern of production and trade was irregular, but there was a general increase in activity. The structural steel and farm implements industries continued at a high level of production and employment. Activity in iron castings and machine shops showed little improvement. Work was scheduled to begin soon on a large number of building projects. *Windsor* (Group 1): The employment situation showed considerable improvement over last month as well as over last year, although there was still a substantial surplus of workers. The principal cause of the improvement was the increased rate of motor vehicle production, but construction activity also showed signs of improvement.

Niagara Peninsula and Sarnia (major industrial) were reclassified from Group 1 to Group 2. General seasonal improvement in the economic situation brought the areas into the moderate surplus category, in spite of the retarding effect of the prolonged strike at the Polymer Corporation at Sarnia.

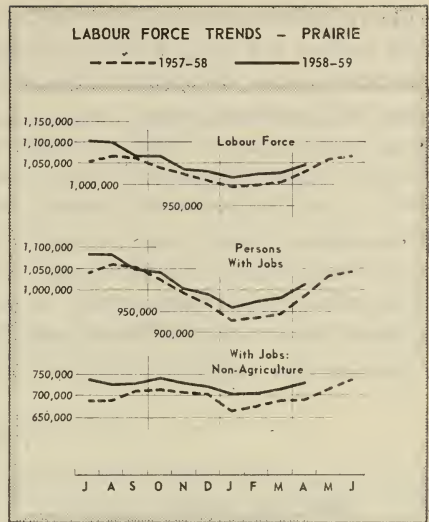
PRAIRIE

A substantial increase in employment occurred on the Prairies in April. The number of persons with jobs rose by an estimated 29,000 from the month

before to 1,012,000; the increase was shared almost equally between farming and non-agricultural categories. The change in the non-farm industries was considerably larger than in the same month of any of the preceding three years and it brought the level of employment in them to 43,000 above the same month of 1958. Farm hirings were not as large as usual and the farm labour force was estimated to be 15,000 below the total of a year earlier.

Uncertainty in the agricultural sector was indicated by early reports of extremely unfavourable conditions at the start of the crop year. Reserve moisture was inadequate, widespread soil drifting took place, and grasshopper infestations appeared likely. Export clearances of wheat up to the middle of April were moderately lower than the same period of the previous crop year, and sales of cattle and calves to public stockyards and packing plants in the first four months of this year were down from the same period of last year by about 25 per cent. This decline was offset to some extent by a concurrent increase of 40 per cent in hog deliveries. Prices of both cattle and hogs were lower this year.

Employment in trade, service, and financial establishments in April continued about as strong relative to last year as in February, when it was 5 per cent higher than a year ago. Construction expanded, with commercial building and housing at a high level. Some slowdown was reported in the number of new housing units started, but the volume of work in progress and the number of workers engaged in home building were well up from a year earlier. Unemployment continued to decline steadily in all areas. In the monthly reclassification of the 20 labour market areas in the region, four were changed to categories denoting less unemployment. At the end of April, the classification was as follows (last year's totals in brackets): in substantial surplus 8 (12); in moderate surplus, 11 (8); in balance, 1 (0).



Local Area Developments

Calgary (metropolitan) remained in Group 2. A large volume of construction and some expansion in manufacturing and trade increased the number of persons at work. Mechanics, sheet metal workers, draughtsmen, nurses, stenographers and other persons with training and special skills were in demand.

Edmonton (metropolitan) remained in Group 1. Opportunities for work increased for persons in skilled trades and professions but there was some slackness in construction, particularly house building. There was also some weakness in outlying districts where coal mining, forestry and oil drilling were at low levels.

Winnipeg (metropolitan) reclassified from Group 1 to Group 2. Unemployment was reduced as a result of increasing farm operations and the hiring of

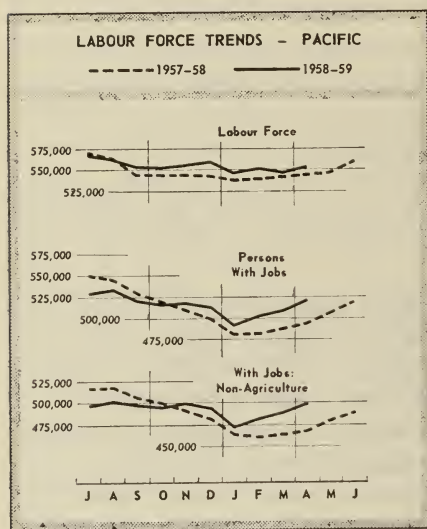
railway maintenance and running crews. In addition, construction both in the city and at the large hydro and mining developments in Northern Manitoba absorbed many job seekers from Winnipeg.

Fort William-Port Arthur (major industrial) remained in Group 1. Unemployment went down a little as railway workers, stevedores, grain handlers, and seamen went back to work at the beginning of navigation on the Great Lakes. Woods workers were still waiting for the spring river drive to get underway.

Drumheller (minor) was reclassified from Group 1 to Group 2. Expansion of municipal and farm work more than offset continued layoffs of coal miners. Two mines closed permanently in the month but the miners were retained for a short time to dismantle the equipment and other facilities.

Medicine Hat (minor) reclassified from Group 2 to Group 3.

PACIFIC



Employment continued to advance steadily, although road conditions caused substantial temporary layoffs in Prince George and some other interior areas. In April, employment in the region was estimated to be 522,000, up 11,000 over the month and 29,000 from the year before. Unemployment continued to decline rapidly.

The recovery in this region is based on an upturn in demand for forest products, steady gains in the servicing industries and, more recently, an upswing in mining. In logging and the manufacture of forest products, current employment is substantially higher than last year and above the comparable 1957 totals. The number of skilled workers

still unemployed in these industries was down to less than half the corresponding figure last year and, on Vancouver Island particularly, shortages of various types of skilled logging workers were reported in most of the main logging districts.

Mining employment turned up at the beginning of this year after declining fairly steadily for more than 18 months. Activity at the newly reopened mine at Britannia continued to rise, as did development work on several new mining properties. A brisk demand for mining workers reduced the available supply to such an extent that qualified men were becoming scarce. More workers were recalled to work at the Kitimat and Trail smelters and further hirings were in prospect.

Although employment in the construction industry started off this year more than 15 per cent below last year's level, conditions in the industry were in some ways more satisfactory. One encouraging development was the signing of two-year agreements by contractors and major unions. In addition, house-building continued at a record pace, work started on a heavy highway program and the construction of a new million-dollar industrial development in the

Kootenay district, and a number of other new industrial projects have been announced. It is fairly certain that employment and earnings in the construction industry will be much higher than last year.

Manufacturing employment, although somewhat higher than last year, was still down from the comparable 1957 and 1956 figures. The main weakness was in shipbuilding and associated iron and steel product industries. There was another slight decline in shipyard employment during April.

The general back-to-work movement in the region was reflected in the reclassification of Vancouver-New Westminster and two smaller areas to categories denoting less unemployment. The labour market classification at the end of April was as follows (last year's figures in brackets): in substantial surplus, 3 (9); in moderate surplus, 7 (2); in balance, 1 (0).

Local Area Developments

Vancouver-New Westminster (metropolitan) reclassified from Group 1 to Group 2. Employment conditions improved substantially during the month. The number of registrations at National Employment Service offices was down to two-thirds of last year's comparable figure and job vacancies reported were up 70 per cent. Experienced miners, shingle sawyers and packers, steel fabricators, shop welders, power saw machine operators, cabinet makers and upholsterers were among those more urgently required.

Victoria (major industrial) remained in Group 2. Employment was at least level with a year earlier; increased hiring in lumber and plywood manufacturing offset reduced staffs in the shipyards. National Employment Service registrations were down 13 per cent over the year.

Chilliwack, Trail and Nelson (minor) reclassified from Group 1 to Group 2. The usual upturn in construction, farming and logging reduced unemployment from substantial to moderate proportions.

Prince George (minor) reclassified from Group 2 to Group 1. Road construction brought logging to a halt and reduced the production of sawmills and planer mills to about one-third of capacity. National Employment Service registrations increased from about 2,300 to 4,200 during the month.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1959	April 1958	April 1959	April 1958	April 1959	April 1958	April 1959	April 1958
Metropolitan.....	4	9	8	3	—	—	—	—
Major Industrial.....	15	17	10	9	1	—	—	—
Major Agricultural.....	7	8	7	6	—	—	—	—
Minor.....	33	40	20	17	5	1	—	—
Total.....	59	74	45	35	6	1	—	—

Labour-Management Relations

During April and early May collective bargaining was in progress in a number of industries (see accompanying table). Negotiations were proceeding in the rubber, pulp and paper (logging operations), textile and clothing industries. Only one major strike, at the Polymer Corporation in Sarnia, occurred during the period under review. Strike action was averted by the settlement of the dispute between the Canadian National Railways and the Brotherhood of Locomotive Firemen and Enginemen over the retention of firemen on freight and yard diesel locomotives. Negotiations between the United Auto Workers and the Studebaker-Packard Company in Hamilton culminated in strike action in the middle of May.

Recent Negotiations and Settlements

The possibility of a strike by the members of the **Brotherhood of Locomotive Firemen and Enginemen** employed by the **Canadian National Railways** disappeared when agreement was reached between the union and the company shortly before the May 1 deadline. Under the three-year agreement, expiring March 31, 1961, and covering the Atlantic and Central regions of the CNR, the company will hire no more firemen. It is expected that of the 3,700 firemen currently employed throughout the entire Canadian National system, those employed in freight and yard service will be progressively removed from diesel locomotives through promotions, retirements and deaths over an estimated period of 15 years. The firemen now employed are to receive a 9½-per-cent wage increase over the three years divided as follows: 2 per cent effective April 1, 1958; 5 per cent May 1959; 1½ per cent August 1959, and 1 per cent April 1960. Vacation credits, which were previously based on mileage accumulated in a year, have now been established on the basis of years of service; a one-week vacation is provided after less than two years service, two weeks after two years, three weeks after 15 years, and four weeks after 35 years. A three-year agreement was also signed between the Brotherhood of Locomotive Engineers and the CNR covering the Atlantic and Central regions. It provides for a 9½-per-cent wage increase spread as follows: 2 per cent from May 1, 1958; 3 per cent from March 1, 1959; 3 per cent from September 1, 1959; and 1½ per cent on May 1, 1960. Vacation arrangements similar to those reached with the firemen and enginemen were also embodied in the agreement.

During April and early May some 1,600 employees of the **Polymer Corporation**, members of the **Oil, Chemical and Atomic Workers Union**, continued the strike which began on March 18. Attempts to mediate the dispute were not successful up to the time of writing. Eric Taylor has been appointed as an industrial enquiry commissioner to enquire into the lengthy work stoppage. It is reported that among the major issues are the question of the company's right to contract out work and the issues of seniority and recognition of skilled trades.

Another dispute under federal jurisdiction is that between the **National Association of Broadcast Employees and Technicians** and the **Canadian Broadcasting Corporation**. Early in May a conciliation board reported on this dispute, which affects approximately 1,300 technical employees of the CBC across the country. All members of the board agreed in recommending an increase

Bargaining Status of Agreements Affecting 1,000 Workers or More, April 1959

B = Bargaining P/C = Post Conciliation C = Conciliation W/S = Work Stoppage
A = Arbitration

Company and Location	Union	Status in April
L'Assoc. Patronale du Commerce, Quebec, Que....	Commerce Employees (CCCL).....	B
L'Assoc. Patronale du Commerce, Quebec, Que....	Commerce Employees (CCCL).....	C
B.F. Goodrich, Kitchener, Ont.....	Rubber Workers (AFL-CIO/CLC)....	B
Can. Steamship Lines, Point Edward, Toronto, Port Arthur, Windsor, Ont.....	Railway Clerks (AFL-CIO/CLC).....	C
Cdn. Broadcasting Corp., company-wide.....	Broadcast Empl. Tech. (AFL-CIO/CLC) C	
Cdn. Broadcasting Corp., company-wide.....	Stage Employees Moving Picture Operators (AFL-CIO/CLC).....	B
Cdn. Broadcasting Corp., company-wide.....	Radio, TV Employees (ind.).....	B
Cdn. Car and Foundry, Montreal.....	RR Carmen (AFL-CIO/CLC).....	C
Cdn. Cottons, Cornwall, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC).	B
Cdn. Pacific Railway (Eastern Region).....	Trainmen (AFL-CIO/CLC).....	C
Cdn. Vickers, Montreal.....	Four unions (AFL-CIO/CLC).....	C
City of Calgary.....	Nat. Union Public Empl. (CLC).....	C
City of Winnipeg.....	Nat. Union Pub. Ser. Empl. (CLC)...	B
Communauté des Soeurs de la Charité de la Pro- vidence, Montreal.....	Services Fed. (CCCL).....	B
Dairies (various), Toronto.....	Teamsters (CLC).....	C
Dom. Bridge, Lachine, Que.....	Steelworkers (AFL-CIO/CLC).....	C
Dom. Coal, Sydney, N.S.....	Mine Workers (ind.).....	B
Dom. Rubber, Kitchener, Ont.....	Rubber Workers (AFL-CIO/CLC)...	B
Dom. Rubber, St. Jerome, Que.....	CLC-chartered local.....	C
Dom. Textile, Montreal.....	Textile Workers (CCCL).....	C
Dom. Textile, Montreal.....	United Textile Wkrs. (AFL-CIO/CLC)	C
Dom. Wabana Ore, Bell Island, Nfld.....	Steelworkers (AFL-CIO/CLC).....	B
Dunlop Canada, Whitby, Ont.....	Rubber Workers (AFL-CIO/CLC)....	B
Falconbridge Nickel Mines, Falconbridge, Ont....	Mine Mill (ind.).....	C
Fish canning companies (various), Vancouver.....	United Fishermen (ind.).....	C
Forest Industrial Relations.....	Woodworkers (AFL-CIO/CLC).....	C
Garment Mfrs. Assoc. of Western Canada.....	Clothing Wkrs. (AFL-CIO/CLC).....	C
Hamilton General Hospitals, Hamilton, Ont.....	Nat. Union Public Emp. (CLC).....	C
Heinz Co., Leamington, Ont.....	Packinghouse Wkrs. (AFL-CIO/CLC)	B
John Inglis, Toronto.....	Steelworkers (AFL-CIO/CLC).....	C
MacDonald Tobacco, Montreal.....	Tobacco Wkrs. (AFL-CIO/CLC).....	B
Manitoba Telephone System, Winnipeg.....	Bro. Electrical Wkrs.(AFL-CIO/CLC)	B
Metropolitan Board of Commissioners of Police Toronto, Ont.....	Metro Police Assoc. (ind.).....	A
Montreal Cottons, Valleyfield, Que.....	United Textile Wkrs. (AFL-CIO/CLC)	C
Noranda Mines, Noranda, Que.....	Steelworkers (AFL-CIO/CLC).....	C
Old Sydney Collieries, Sydney, N.S.....	Mine Workers (ind.).....	B
Polymer Corporation Ltd., Sarnia, Ont.....	Oil, Chemical Wkrs. (AFL-CIO/CLC)	W/S
Price Brothers, Kenogami, Que.....	Cath. Union of Farmers (ind.).....	B
Shawinigan Chemicals, Shawinigan Falls, Que....	Shawinigan Chem. Wkrs. (CCCL)....	PCB
Toronto General Hospital, Toronto.....	Building Service Empl.(AFL-CIO/CLC)	C
Trans Canada Airlines, Montreal.....	Machinists (AFL-CIO/CLC).....	B
Vancouver General Hospital, Vancouver.....	Nat. Union Pub. Empls. (CLC).....	B

of 3 per cent on present rates effective May 1, 1959, and a further 3-per-cent increase on rates then in effect on February 1, 1960; the chairman and employer nominee recommended a 2-per-cent increase in present rates from August 1, 1958 but the employee nominee recommended a 4-per-cent increase on present rates. Strike action has been approved by the membership of NABET.

Collective bargaining has been proceeding in the logging sector of the **pulp and paper industry**. However, unions representing employees in the pulp and paper manufacturing operations in Ontario and Quebec are asking for re-opening of wage negotiations half way through their two-year agreements; the unions concerned represent some 10,000 workers in Ontario and Quebec. Negotiations affecting pulp and paper workers are expected to begin soon in British Columbia and also at the Consolidated Paper Company in Quebec.

With respect to logging operations, agreements have been reached with the different unions at the Anglo-Newfoundland Development Company and Bowater's in Newfoundland, Abitibi Power and Paper in Northern Ontario, the Anglo-Canadian Pulp and Paper Company in Quebec, and Great Lakes Paper and the Ontario Paper Company, in Ontario. The settlement terms are not yet available with respect to the Anglo-Canadian Pulp and Paper negotiations but in the case of all other settlements, the agreements will expire in the summer of 1960. They have all provided for an immediate increase of 5 cents in the case of hourly rates while the Abitibi, Great Lakes Paper and Ontario Paper agreements provide for a 2½-per-cent increase in piece rates and the Abitibi agreement also provides for a 40-cents-a-day increase in daily rates. Other negotiations involving the logging operations of the pulp and paper industry are currently under way in the province of Quebec, Ontario and British Columbia.

Bargaining continues in the **rubber industry** and negotiations are currently under way at the Goodrich and Dominion Rubber Companies in Kitchener and Dunlop in Whitby and Toronto, all with the United Rubber Workers' union. Local unions directly chartered by the Canadian Labour Congress are involved in negotiations at the conciliation board stage with British Rubber, Dominion Rubber and Miner Rubber, all in Quebec locations. Meanwhile, a new agreement has been signed between the United Rubber Workers and General Tire and Rubber Company of Canada Limited, Welland, Ont. As with the agreements at Goodyear and Firestone effected earlier this year (L.G., March, p. 230), the settlement provided for a general wage increase of 5 cents an hour for production workers. Increased shift premiums and a company agreement to pay a higher contribution to the cost of the medical insurance plan were features of this settlement.

While the major auto industry settlements were achieved earlier this year, negotiations between the **United Automobile Workers** and **Studebaker-Packard** in Hamilton reached an impasse in the middle of May, followed by strike action. It is reported that the company offered an increase of 6 cents an hour each year for the next three years, while the union is asking for an immediate 14-cent increase and a cost-of-living clause that would bring wages into line with those paid at Ford's Oakville plant. At the time of writing this strike was still underway.

Collective bargaining was also active in the **textile and clothing industries** during April, although no important agreements were reached in that month.

About 7,500 **Nova Scotia coal miners**, members of District 26 of the United Mine Workers of America, have been asked by their union to work for at least another year without a wage increase. The union had sought a \$1.60 increase in the basic daily rate of \$11.54 plus inclusion of \$1.00-a-day production bonus in the basic rate. The company said that the unfavourable position of the coal industry, which has already led to the closing of some of the coal mines, made it impossible to grant wage increases at this time. At the time of writing, the result of the referendum among the union membership on the proposal of the negotiating committee is not known. Meanwhile, the agreement between the United Steelworkers of America and the Dominion Steel and Coal Corporation with respect to its steel-making operations expires on July 31 next and bargaining can be expected to begin in the near future.

NOTES OF CURRENT INTEREST

Proposed Tax Act Amendment Would Allow Portable Pension

An amendment to the Income Tax Act proposed by Hon. Donald M. Fleming, Minister of Finance, when he presented the 1959-60 Budget on April 9 would enable the setting-up of "portable" pensions.

In announcing the proposed amendment, Mr. Fleming said the measure "will provide for tax relief on lump sum withdrawals from employee pension plans where the amount withdrawn is transferred to another pension plan or used as a premium under a registered retirement savings plan.

"It is believed that this step will help an individual who is moving from one job to another or from the status of employee to that of self-employed person to do so without seriously disturbing his provision for a retirement income."

The proposed amendment reads: "That for 1959 and subsequent taxation years an individual be allowed to deduct in computing income, in addition to the amounts now permitted by the Act, any amount received by him out of a pension fund or plan upon withdrawal or retirement from employment or upon the winding up of the fund, not exceeding the portion thereof that is paid in the year, or within 60 days after the end of the year, as a contribution to a registered pension fund or plan or as a premium under a registered retirement savings plan."

U.S. Mayor's Committee Studies Program to Aid Older Workers

A citizen's committee that will study the employment of older workers has been organized, at the suggestion of the Mayor, Earl E. Schaffer, in Bethlehem, Pa.

Leonard Filasetta, Staff Representative of the United Steelworkers of America, is a member of the policy committee named to study a seven-point program that proposes:

—An information and education program to acquaint persons with the true facts about the ability of older workers.

—A regular method for soliciting jobs for individual older workers.

—Continuing employment panels to provide counselling for older workers.

—Promotion of training and retraining courses for older workers who need to up-date and up-grade their skills.

—An expanded recreation program for older workers who are not financially in need.

—Increased opportunities for part-time employment through an employment exchange.

—A senior achievement program to provide jobs for older workers in a sheltered environment.

Gradual Retirement Program Successful at U.S. Company

A gradual retirement program for men employees aged 65 to 69 years has been in effect at a Chicago company since 1950. In that time, about one third of the company's employees who have reached 65 have stayed on and gradually retired.

The program is designed to alleviate the shock that some individuals experience if they are compelled to leave the job as soon as they are 65 years of age.

The practice under the program is to ask each individual upon his reaching age 65 if he wishes to leave the job or continue. If he wishes to continue he will appear before a committee that will decide if he has the ability to keep working.

If the committee approves, the man may keep on working but must take his regular vacations, plus an extra month the first year, two months the second year and so on. Retirement is compulsory when the individual reaches age 69.

Men between the ages of 60 and 65 are just as productive as those 20 years younger, two Purdue University researchers have concluded after studying the amount of work done by 60 to 65-year-old employees at four Chicago companies.

P.E.I. Makes Provision for Labour Relations Board

An amendment to the Trade Union Act of Prince Edward Island provides for the establishment of a Labour Relations Board. The Board will have the power to make regulations governing its own procedure and to prescribe what evidence shall constitute proof of membership in good standing in a trade union. Other provisions are similar to those contained in the corresponding federal and other provincial acts.

April 11 Was 40th Anniversary Of Adoption of ILO Constitution

The International Labour Organization last month marked its 40th anniversary. It was on April 11, 1919 that Part XIII of the Versailles Treaty, which embodied the ILO Constitution, was adopted.

The objectives of the ILO were stated at that time to be: to secure the foundations of peace through justice in social arrangements; and to this end to bring the nations to work in concert for the improvement of conditions of life and labour. The ILO's objectives are the same today.

The Paris Peace Conference in January 1919 had appointed a committee to "study international labour legislation". In March this committee presented to the Conference a document setting forth the reasons why an international organization to improve working conditions was a pressing need. The following month the ILO was born, and in November 1919 the Governing Body held its first meeting, which appointed the first Director.

New Bulletin Studies Job Outlook For Engineers and Scientists

Prospects for the employment of scientists, engineers, and architects, recruitment problems, and the sources of supply are surveyed in a bulletin just published by the Department of Labour under the title, *Employment Outlook for Professional Personnel in Scientific and Technical Fields 1958-60*. This publication is No. 5 in the series of Professional Manpower Bulletins; the first was issued in August 1957.

The study is based on a survey last year by the Economics and Research Branch of employers in industry, colleges and universities, and government agencies. The survey was designed to furnish information regarding recent and probable future employment trends in the three professions.

The survey covered nearly 2,700 employers in industry, government, and education. Establishments covered had a work force varying in size from about 100 to 5,000. The industries surveyed were: mining and quarrying, manufacturing, construction, transportation and public utilities, trade and finance, and business service.

The professions covered included eight engineering groups and seven scientific groups, as well as architects. Three broad categories of employees which came within the scope of the survey were: those with university degrees, members of recognized professional associations, and others who

in their judgment were doing scientific or technical work of a professional character.

The bulletin is divided into four parts:

Part I—Employment Trends 1958-60; with chapter headings: Requirements for Engineers and Scientists, Comparison of Requirements—1956 and 1958 Surveys, and Comparison of Requirements by Profession.

Part II—Recruitment and Effects of Shortages; divided into: Recruitment Difficulties, Comparison of Recruitment Difficulties by Profession, and Effects of Shortages.

Part III—Sources of Engineers, Scientists, and Architects; with chapters on: Hirings During the Years 1956 and 1957, and Employees Upgraded to Professional Status During the Years 1956 and 1957.

Part IV—Analysis by Profession. In this section each of the eight engineering professions, the seven scientific professions, architects and others are dealt with separately.

Copies of the bulletin may be obtained from The Queen's Printer, price 25 cents.

Intensive Training Possibly Has Advantages over Apprenticeship

Carefully applied intensive training may have advantages over traditional craft apprenticeship, the labour correspondent of the *London Times* has said. He was commenting on the experience of a shoe manufacturing company in training staff for a new branch factory.

Although nearly all the production processes require considerable skill, every operative for the new plant was recruited locally. None had previous experience in shoe manufacture; many had never even worked in a factory.

Within four months, these unskilled recruits were trained to operate any type of footwear machinery, however complex. Just 18 months after the branch opened for limited production, 300 workers, all trained by the company, were on the job and production was at the intended rate.

A few months before the branch was due to open, a superintendent and supervisors from the company's other plants attended the firm's central school for a two-week course. At the same time, nearly 100 recruits for the new branch plant were being trained, either at the central school or in a temporary school established in the plant. The central school has a model factory for training operatives.

Processes and machines were simplified to facilitate the rapid learning of safe, quick and accurate working methods.

Gross National Product Rises; Higher Prices Major Factor

Canada's gross national product increased 2.5 per cent in 1958 over 1957 but most of the increase was the result of higher prices. The gross national product in 1958 is estimated to have risen by less than 1 per cent in volume.

According to preliminary estimates of the Dominion Bureau of Statistics, the gross national product in 1958 amounted to \$32.2 billion; in 1957, \$31.4 billion.

The major decline was in business investment. Inventory liquidation exerted the greatest downward pressure but declines in outlays for non-residential construction and machinery and equipment contributed.

The decline was counterbalanced by the continued growth in consumer and government expenditures for goods and services, and the upswing in residential construction. These three elements more than offset the declines in business investment.

The fall-off in imports of goods and services in 1958 amounted to \$0.4 billion, or about one third of the net reduction in demand attributable to business investment.

British Gross National Product Rose by 4 Per Cent in 1958

Britain's gross national product rose by about 4 per cent in 1958, according to a White Paper published last month by the Treasury.

Wages and salaries rose by 3 per cent, half the increase of the previous year, but gross trading profits of companies and public corporations fell by 4 per cent, in contrast to a rise of 5 per cent in 1957.

Commodity Imports in 1958 Down 8 Per Cent from 1957

The value of commodity imports into Canada in 1958 amounted to \$5,192,400,000, or 8 per cent lower than in 1957, according to final figures released by the Dominion Bureau of Statistics. The volume of imports decreased at about the same rate as the value while a slight increase was noted in average import prices. The final import figures are some \$4,000,000 less than the preliminary total reported in February (L.G., March, p. 237).

Iron and steel goods, which accounted for almost 36 per cent of all Canadian imports in 1958, declined by more than 13 per cent compared with 1957 and were responsible for approximately two thirds of the over-all decline.

In contrast to the general trend in the group, automobile imports increased by more than 22 per cent.

There were considerable decreases in imports of cotton, wool and wool products, electrical apparatus, coal and coal products.

Among commodity imports that declined during 1958, with comparative figures for 1957 in brackets, were the following: automobile parts, \$240,562,000 (\$260,075,000); farm implements and machinery, \$198,292,000 (\$202,230,000); rolling-mill products (steel), \$148,926,000 (\$221,257,000); and coal, \$88,016,000 (\$117,714,000).

Among imports that increased were: automobiles, freight and passenger, \$165,211,000 (\$135,923,000); cotton products, \$104,890,000 (\$103,565,000); books and printed matter, \$88,553,000 (\$83,912,000); and paper \$65,735,000 (\$62,249,000).

N.B. Sets up Advisory Group On Seasonal Employment

An Advisory Committee on Seasonal Employment, which will act in an advisory capacity to the Minister of Labour, will be set up under a bill which received third reading in the New Brunswick Legislature early last month.

The committee, which is to be composed of between three and seven persons representing labour, management and government, will have the duty of keeping the employment situation in the province under scrutiny and study; of co-ordinating seasonal employment programs carried on by public authorities and private enterprises; and of providing for studies of seasonal employment trends with a view to finding remedies for unemployment.

Find Right to Work Law Has Had Little Direct Effect in 12 Years

The "right-to-work" statute in the state of Texas, Prof. Frederic Meyers of the University of California concludes following a 10-year study of labour relations in the state, "taken by itself and apart from the whole body of state labour legislation, has had a minimal direct effect".

Neither employers nor unions, his report indicates, have realized the hopes or fears they had attached to the statute, adopted in 1947. The report was made for The Fund for the Republic, which published it last month.

Prof. Meyers found some indirect effect in that the law had created a climate that made union organizing more difficult in certain marginal situations.

Workmen's Compensation Acts Amended in Four Provinces

Amendments to the Workmen's Compensation Acts of British Columbia, Prince Edward Island, Nova Scotia and Saskatchewan were recently passed. In Manitoba, a bill to amend the province's Act was introduced by the Minister of Labour and given first reading before dissolution of the Legislature on March 31.

The amendment to the British Columbia Act provides for substantial increases in the benefits payable to dependents of a deceased workman, raises the annual ceiling on earnings for compensation purposes, shortens the "waiting period" and broadens the coverage of the Act. It gives the Workmen's Compensation Board additional power to award compensation in cases not specifically covered by the Act, and sets up a new system of review of appeal cases by medical experts, whose decisions will be binding on the Board.

The amendments to the Prince Edward Island Act raise the lump sum payable to the widow of a deceased workman from \$100 to \$200 and authorize the Workmen's Compensation Board to bring any additional industry under the Act by regulation.

Amendments to the Nova Scotia Act implement many of the recommendations of the McKinnon Royal Commission, which made its report last December. Higher compensation payments, both in fatal cases and in cases of disability, are provided for; coal miners' pneumoconiosis is made a compensable industrial disease, and the present limit of \$20,000 on annual expenditures for rehabilitation is removed.

The amendment passed by the Saskatchewan Legislature provides additional compensation for dependents of a deceased workman and raises the minimum weekly

allowance payable for total disability, as well as providing a system of medical review in appeal cases. Compensation may now be paid up to the age of 19 years in cases where the Board considers it desirable for a child to continue his education.

Tax New Machines, Aid Workers Displaced by Automation—ILWU

Imposition of a tax on new machines to meet the needs of workers displaced by automation was suggested in a policy statement on automation and mechanization adopted at the 13th biennial convention of the International Longshoremen's and Warehousemen's Union.

The ILWU was expelled from the Congress of Industrial Organizations in 1950 on charges of following the Communist line but is still affiliated with the Canadian Labour Congress. It has 12 Canadian locals, all in British Columbia, and approximately 2,000 Canadian members.

The policy statement on automation also called for a shorter work week without loss of take-home pay, early retirements, substantial severance pay, extended vacations, industry-wide seniority, and retraining.

There is no one solution—even wage increases—to the problem of increased production potential combined with the unemployment of displaced workers, the statement declared. It pointed out that with five million workers unemployed in the United States, the gross national product had reached an all-time high.

Harry Bridges was re-elected President and the three top officers of the Union were returned by acclamation. They were: Louis Goldblatt, Secretary-Treasurer; J. R. Robertson, First Vice-President; Germain Bulcke, Second Vice-President.

Items of Labour Interest in House of Commons

April 7—*The Canadian Pacific Railway Company* has applied for permission to discontinue two trains that operate daily except Sunday between Winnipeg and Edmonton via Yorkton and Saskatoon, the Minister of Transport replies to a question.

Bill C-38, to provide for freight rate reductions and reimbursement of the carriers for the resulting reduction of their revenues is introduced and read the first time.

April 8—*Second reading of Bill C-38*, to reduce certain freight rates and pay subsidies to the railways, moved by the Minister of Transport. The debate was adjourned before the question was put.

April 9—Presenting the 1959-60 Budget, the Minister of Finance announced increases in personal and corporation income taxes, in the general sales tax, and in excise taxes on cigarettes, cigars and liquor.

Personal income taxes will be increased by two percentage points on taxable incomes in excess of \$3,000, effective July 1; the tax on corporation income in excess of \$25,000 will be increased from 45 to 47 per cent effective January 1, 1959. The special 2-per-cent income and sales tax for old age security will be increased to 3 per cent, with a \$90 maximum for individuals.

From January 1, 1959, deductible medical expenses will include crutches, trusses

and special polio patient beds. Amounts that a taxpayer is not required to pay because they are paid with the assistance of the Government of Canada under the Hospital Insurance and Diagnostic Services Act will be excluded from deductible medical expenses.

Another proposed amendment to the Income Tax Act "will provide for tax relief on lump sum withdrawals from employee pension plans where the amount withdrawn is transferred to another pension plan or used as a premium under a registered retirement savings plan". The Minister pointed out that this step will help an individual who is moving from one job to another to do so without seriously disturbing his provision for a retirement income.

Death benefits paid by an employer to widows or dependent children of deceased employees will be free of tax up to an amount equal to 12 months salary or \$10,000, whichever is the lesser.

Bill C-38, to provide for freight rate deductions and reimbursement of the carriers for the resulting reduction of their revenues, given second reading and referred to the standing committee on railways, canals and telegraph lines.

April 10—*To urge purchase of uranium* by the United States when present contracts expire, the Minister of Trade and Commerce hopes to visit Washington "very soon".

Some unemployment insurance application forms are printed in the United States because the forms, required for use in a newly installed mechanical processing system, are not yet available in Canada, the Minister of Labour replies to a question.

Bill C-7, to provide for pay for statutory holidays for employees, and pay for work performed on statutory holidays, was debated, but the House adjourned without the question being put.

April 13—*Bill C-39, to allow representatives* of the trucking industry the right to make application to the Minister of Transport when they feel that an agreed charge unjustly discriminates against a motor vehicle operator introduced and given first reading.

Bill C-40, to permit representatives of the trucking industry the right to make application to the Board of Transport Commissioners for the disallowance of a competitive rate when they consider such rate has subjected motor vehicle operators to an undue or unreasonable prejudice or disadvantage introduced and given first reading.

April 14—*On his visit to Washington* to discuss renewal of contracts for the sale of uranium to the United States, the Minister of Trade and Commerce discussed matters of general interest regarding the atomic energy program with members of the U.S. Atomic Energy Commission, he reported.

April 16—*Of the Avro and Orenda* employees laid off on cancellation of the "Arrow" contracts, 11,582 registered with National Employment Service offices and of these, 622 have obtained new positions through NES; 1,179 have found work on their own; 1,268 have failed to report back to the National Employment Service, i.e., they are not drawing unemployment insurance, and are therefore assumed to have found employment. This meant that 3,069 had been removed from the national unemployment insurance rolls, the Minister of Labour reported.

Reported denial of relief payments to Newfoundland applicants who were members of the International Woodworkers of America (CLC) was being investigated by his Department, the Minister of National Health and Welfare reports in answer to a question. No answer had yet been received from provincial authorities to letters dated April 6.

April 17—*National lottery* was suggested by the Member for Lac Saint Jean as a means of reducing the interest rate on mortgage loans under the National Housing Act. The entire proceeds from the lottery would go to Central Mortgage and Housing Corporation for this purpose, he suggested while speaking in the debate on the Budget.

April 21—*Very serious study* is being given to all aspects of the situation connected with the manufacture of small cars in Canada, although no meeting with manufacturers has been held, the Minister of Labour informs a questioner.

Total labour force dropped an estimated 7,000 between February and March because some women withdrew from the labour force—it is assumed their husbands found jobs and they went back to their homes—and some men withdrew from the woods industry; in the main they were farmers who wanted to go back to their farms, the Minister of Labour explained in answer to a question.

April 22—*Number of winter works projects* under the municipal winter work incentive plan, estimated cost to the federal treasury, and estimated number of jobs they provided, by province, given to the House by the Minister of Labour.

Motion to approve the 1959-60 Budget adopted, 180 to 47.

"School-Leavers" in the Labour Force

Up to 70 per cent of Canadian pupils drop out of school before completing Grade XII. U.S. surveys provide information on what happens to "drop-outs" in the labour market, and what help they need to find and fill suitable jobs

It is estimated that in Canada as high as 70 per cent of pupils drop out of school before completing Grade XII.

A study* carried out some years ago by the Canadian Research Committee on Practical Education shows clearly that economic necessity is not the only or even the main reason for which young people leave school, although it is a reason given more often by girls than boys. Lack of interest, or rather lack of seeing any purpose in further education, is perhaps more compelling. Early marriage is often a cause of girls terminating their studies. Poor marks, a desire for a change and lack of encouragement at home are also known factors.

Now two recent surveys of the experience of school-leavers in the United States provide information on what happens to them in the labour market, a question about which there has been little accurate knowledge despite concern regarding these young people.

The first research project was a study undertaken by the Bureau of Labor Statistics, U.S. Department of Labor, of school-leavers' reasons for leaving school and their subsequent work experience in seven geographical areas. The second project was designed to find out what kinds of help emotionally disturbed school-leavers need in order to be able to find and fill satisfactory jobs. This experiment is being carried out in the uptown local office of the federal-state employment service in Philadelphia.

Department of Labor Project

The specific purpose of the Department of Labor project is to get information on the employment experience of young people after they leave school—how long it takes them to get jobs, what jobs they get, how long they keep them, and what periods of unemployment they experience. The study is related both to the skills needed in the labour force and to the problem of unemployment in general.

Information was gathered from school records over a period of five years for almost 22,000 students, including both high school graduates who did not enter college in the autumn following graduation and

students who dropped out of school without completing their course. The fact that both kinds of school-leavers were included in the study enabled comparisons to be made pointing up the importance of high school graduation in work experience. Staff of the Bureau of Labor Statistics did a pilot study in Harrison County, West Virginia, the only part of the project for which information is yet published.* Universities or schools in or near the areas being studied did the other surveys.

Age and Sex Distribution

In the pilot study it was found that more boys than girls dropped out of school but, on the other hand, more boys than girls went on to higher education. Of every 100 "drop-outs" 44 were girls and 56 were boys; of every 100 who graduated and did not enter college, 57 were girls and 43 boys. It was found that one third of all drop-outs left school as soon as they reached 16 years of age; 28 per cent were 18 or over when they left. Only 9.5 per cent left school on a work permit at less than 16 years of age.

Girls, it was found, left school at somewhat earlier ages than boys. Nearly half of all the girl drop-outs left at age 16 or younger but many of these did not enter the labour force. One third gave marriage as the reason for leaving school. Even in the group who had left at 16, one quarter had dropped out to be married.

School Achievement

Lack of achievement during their years at school was the important characteristic of these drop-outs. Sixty-nine per cent had not finished Grade X, and 41 per cent had not completed a year of school beyond Grade VIII. The results of intelligence testing showed that more than half were "slow learners" and more than one third were handicapped to such an extent that they would have been unlikely to graduate had they remained at school.

The drop-outs also had failed to make good use of the vocational courses offered in the schools. Thirty-six per cent of those who finished more than the seventh grade had completed no vocational courses of any kind. Of the girl drop-outs who had

*Two Years After School, The Canadian Research Committee on Practical Education, 1951.

*"Education and Work of Young People in a Labor Surplus Area," by Naomi Riches, *Monthly Labor Review*, December 1957.

completed any vocational courses, 69 per cent had taken only one, usually an elementary course in home economics.

Work Experience

Most of the boys, drop-outs, as well as graduates, were in the labour force in some capacity at some time during the five years covered by the survey. Because of the high marriage rate of the girls, the proportion of those in jobs was found to be lower than that for the boys. Sixty-six per cent of the girl drop-outs were married within the five-year survey period as against 47 per cent of girl graduates. Many of the former did not consider themselves in the labour force.

Unlike the graduates, the drop-outs tended not to look for work immediately. Only 70 per cent of the boys and half of the girls started looking within a month of leaving school. This slowness correlates with the fact that only 21 per cent of the boys and 5 per cent of the girls gave "work" as their reason for not having completed their schooling.

The advantages of high school graduation and vocational training were more clearly demonstrated in the work situation of the girls than of the boys. Nearly one third of the girl graduates, compared with only 4 per cent of the drop-outs, had first jobs as typists, stenographers or bookkeepers. Almost 40 per cent of the graduates found their first jobs as salesclerks, while about the same percentage of the drop-outs were employed as waitresses. About 50 per cent of the boy graduates and 60 per cent of the drop-outs started as janitors, clean-up men in factories, stock boys and errand boys. Sixteen per cent of the graduates and 14 per cent of the drop-outs went to work as filling station attendants, car washers and in other unskilled work connected with automobile transportation. Nine per cent of graduates and 2 per cent of drop-outs became salesclerks.

A higher proportion of graduates than of drop-outs were found to have had continuous employment, the proportion being the same for both boys and girls.

It was clear that high school graduation makes a difference in earnings. The boy graduates had a median wage of \$65 a week (June 1956) and the boy drop-outs, \$52. The median weekly wage of the girl graduates was \$44 compared with \$26 for drop-outs. However, the greatest difference in wages was between boys as a group and girls as a group; the boy drop-outs were earning more than the girl graduates.

Philadelphia Project

"Does a satisfactory work-experience correct or prevent delinquency?" "How much time and money are necessary to help retarded youth?" "What techniques can the employment service develop which will be helpful?"

To find answers to such questions, a special project to serve hard-to-place school-leavers was begun in February 1958 in the uptown office of the public employment service in Philadelphia. In carrying out the project the employment office counsellors are assisted by a community advisory committee composed of representatives of the Board of Education, the Health and Welfare Council, the Municipal Court, the Jewish Employment and Vocational Service and the Catholic Schools. A report on the results of the first year's activities has recently been issued.*

Personal Difficulties Encountered

There were 270 boys and 164 girls in the project in the first year, all of whom were referred by special schools for the retarded, by the courts or by two reformatories, one for boys and one for girls. All were under 18 years of age. Practically all the boys and girls were found to have below-average intelligence and many had multiple problems, social, mental, physical and emotional. A high proportion of the girls had dropped out of school because of pregnancy or early marriage.

Counselling Difficulties

The counsellors found it very difficult to get these young persons to think about jobs and so to evaluate their occupational interests. The usual aptitude and interest tests proved to be of little use, especially with those who had limited reading ability. Simplified lists of words and phrases designating tasks and job settings were developed and read aloud slowly to the young people to stimulate them to express themselves in terms of socially acceptable jobs. It took much patient listening, with judicious and pertinent questions before the counsellor could help the boy or girl to define and accept his or her problem and then move toward a vocational goal.

When their vocational aspirations were finally expressed they were found to be realistic. The chief goals of the girls were light factory work, sewing machine operation, clerical work, nurses' aides, and waitresses. However, 20 of the 164 girls had no vocational goal. The boys wanted

* "Experimental program for hard-to-place youth," Uptown Office, Pennsylvania State Employment Service, February 1958-February 1959.

to become factory hands, construction labourers, auto mechanics, parking lot attendants, stock handlers and floor boys. A slightly higher proportion of the boys than of the girls expressed no vocational preference, 90 out of 270.

Placement in Jobs

Since these boys and girls were of a type who could not normally be placed in registered jobs when they were ready to assume the responsibility of work, the counsellor selected employers who might be able to use their qualifications. The next step was to discuss with the employer the candidate's ability and preparation for work and other pertinent matters. Usually when assurance of the young person's capacity and motivation were given, the employer was willing to consider him or her for suitable job openings.

Of the 434 boys and girls in the group, 148 had been placed by the end of the first year. Permanent employment was found for 39 per cent of the girls and 21 per cent of the boys. The girls were placed in a variety of occupations, as packers, shippers and stock workers, table workers, waitresses, salesgirls, sewing machine operators and nurses' aides. The boys were found jobs as factory labourers, packers and shippers, messengers, floor boys, bus boys and sales clerks. Although there was high unemployment in the area throughout the year, these statistics compare favourably with results achieved on behalf of normal youth in normal times.

In addition to those placed in jobs, 13 boys and girls were referred for job training and 10 returned to school.

Evaluation

The project is proving to be relatively costly. During the first year, 1,200 counselling interviews were held and 6.6 employer phone calls made for each applicant. However, already the program has demonstrated the possibilities of training and vocational guidance in helping the more difficult-to-place school-leavers to adjust to work situations.

The support of the appropriate social agencies in the community and the co-operation of the employers have undoubtedly contributed to the success of the employment service in carrying out this project.

A motion calling on the British Government to take immediate steps to form a national policy for youth that would secure continued education and employment and prevent boys and girls being forced into idleness and perhaps crime was carried at a recent conference of the Education Welfare Officers' Association at Leicester.

The motion viewed with alarm the increasing numbers of school-leavers and young persons who each year are unable to find employment, and stated that the position would be much worse in 1962, when national service (conscription) ends.

Industrial Fatalities in Canada, 1958

Number of job injuries, both fatal and non-fatal, smaller in 1958 than in 1957
 Fatalities decrease from 1,387 to 1,236¹ and injuries from 566,299 to 513,559
 Fatality rate (deaths per 10,000 workers) declines from 2.4 in 1957 to 2.2

During 1958, industrial fatalities in Canada totalled 1,236,² a decrease of 151 from the 1957 figure of 1,387. Injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces of Canada decreased from 566,299 in 1957 to 513,559 in 1958.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or

arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the *LABOUR GAZETTE*.³

The fatality rate (number of fatalities per 10,000 workers) since 1955 has fluctuated between 2.6 and 2.2.

Year	Persons with jobs (000's)	Industrial Fatalities	Rate
1955	5,378	1,326	2.5
1956	5,602	1,462	2.6
1957	5,746	1,387	2.4
1958	5,722	1,236	2.2

⁽³⁾ *LABOUR GAZETTE*, July 1958, p. 741; Oct. 1958, p. 1131; Jan. 1959 p. 38, and April 1959, p. 377.

⁽¹⁾ See Tables H1 to H5 at back of book.

⁽²⁾ Of these 1,236 fatalities, 1,021 were reported by the Workmen's Compensation Board of the various provinces and the Board of Transport Commissioners. Information of the remaining 215 was obtained from other sources; for an industrial distribution of this latter figure see footnote (2), Table H-1.

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

During 1958, there were 18 industrial accidents which caused the deaths of three or more persons in each case. The worst of these, a coal mine disaster, occurred on October 23, when an underground explosion in a coal mine at Springhill, N.S., took the lives of 75 miners.

Eighteen construction workers were killed June 17 at North Vancouver, B.C., when a bridge under construction collapsed dropping them in the water. On March 5, 11 men were drowned at Laval des Rapides, Que., when the coffer dam in which they were working collapsed under the pressure of ice.

One accident resulted in the deaths of seven fishermen on April 30, when fire broke out on board a trawler off the coast of Nova Scotia.

Two accidents resulted in six industrial fatalities in each case. At Angus, Ont., six civilian employees at a government explosives depot were killed when charges they were handling exploded and demolished a 100-foot-long building. Six employees of the Quebec Telephone Company were drowned in the Aqanish River, Que., on October 10, when the boat in which they were travelling overturned.

There was one accident that cost the lives of five persons. On June 7, five Royal Canadian Mounted Police officers were drowned in Lake Simcoe, Ont., when the motor boat they were using on a night patrol capsized during a storm.

Six accidents in 1958 cost the lives of four persons in each case. On April 14, four loggers were drowned in Georgia Strait, B.C., when the barge *Daryl D* sank during a storm. Four men employed on a construction project were electrocuted at Warren, Ont., on May 26, when the scaffold on which they were working contacted a high voltage wire. On May 24, four railway employees were killed at Pointe Au

Baril, Ont., when a through train collided with the caboose of a work train. On August 29, a plane crashed in the Northwest Territories, killing the pilot and three members of the exploration crew of a mining company. On October 10, the four-man crew of the schooner *Mechins* was lost when the vessel was wrecked while on a voyage between Les Escoumins and Forestville, Que. Four members of a natural gas drilling crew were drowned on November 7, when the drilling rig anchored in Lake Erie disappeared during a wind storm.

Five accidents were responsible for the deaths of three persons in each case. Three fishermen from Port Simpson, B.C., were lost on January 6, when their fishing vessel was wrecked during a storm. On February 28, three men working on a power project on Peribonka River, Que., were killed when the rock drill they were using struck a dynamite charge. Three members of the Royal Canadian Mounted Police were killed when the plane in which they were travelling crashed at Skaba Lake, B.C., on August 6. On October 8, three employees of a drilling company were killed when the plane in which they were travelling crashed at Buffalo, Alta., and on October 18, the crew of three on board the Newfoundland coastal vessel *J. T. Murley* were drowned when their ship went aground on St. Pierre Island in the Gulf of St. Lawrence.

Fatalities by Causes

An analysis of the causes of the 1,236 fatalities that occurred during the year shows that 303 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees or limbs (52), objects falling or flying in mines and quarries (37), automobiles or trucks (31), and objects conveyed or hoisted (23). In 1957, deaths listed in the "struck by" group numbered 386. Of these, 58 were caused by automobiles or trucks, 52 by falling trees or limbs, 43 by objects falling or flying in mines and quarries and 33 by materials falling from stockpiles and loads.

Accidents that involved "collisions, derailments, wrecks, etc.", were responsible for 296 deaths during the year. These included 142 fatalities involving automobiles or trucks, 65 tractor or loadmobile accidents, 55 involving watercraft and 19 resulting from aircraft accidents. During 1957, "collisions, derailments, wrecks, etc." caused 382 deaths. Included in this total were 178 fatalities involving automobiles or trucks, 69 tractors or loadmobiles, 59 watercraft and 48 aircraft.

In the classification "falls and slips", 211 fatalities were reported. Of these, 202 were the result of falls to different levels. In the previous year, 235 persons were killed as the result of "falls and slips", 228 of which resulted from falls to different levels (see Table H-2).

Fatalities by Province

The largest number of industrial fatalities in any province in 1958 was 426 in Ontario, a decrease of 37 from the previous year. Of these, 98 occurred in construction, 66 in manufacturing, 64 in mining and quarrying, and 59 in transportation, storage and communications. In Quebec, 214 fatalities were recorded, including 70 in construction, 40 in transportation, storage and communications, 31 in logging, and 29 in manufacturing. British Columbia followed with 204, of which 53 occurred in logging, 43 in construction and 25 in mining (see Table H-3).

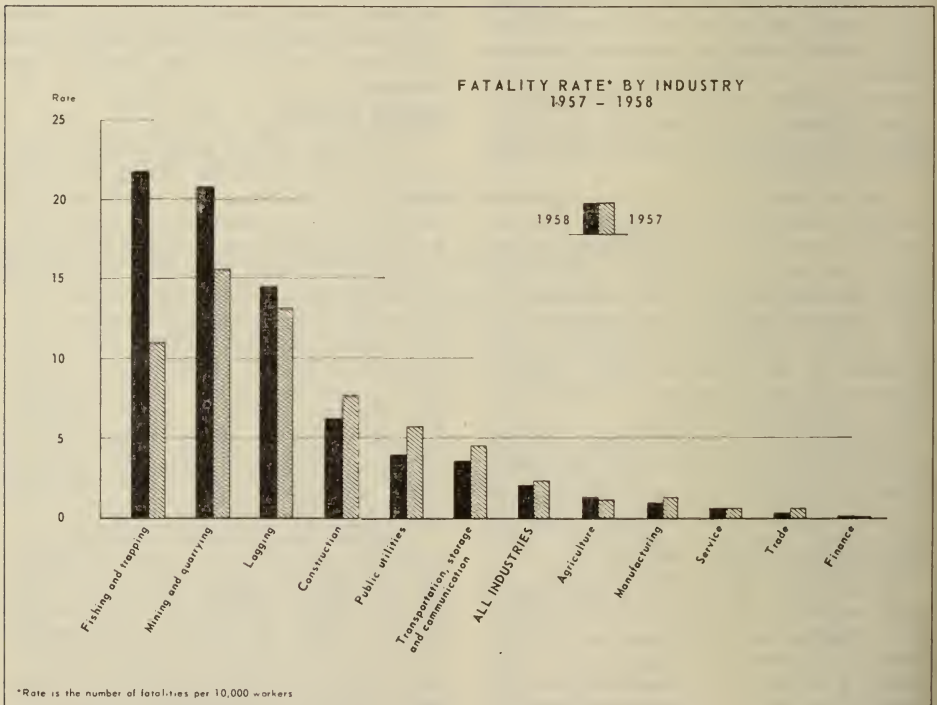
Fatalities by Industry

During the year the largest number of fatalities⁴ occurred in the construction industry, where there were 273, a decrease of 67 over the 340 recorded in 1957. In the mining and quarrying industry there were 228 fatalities, an increase of 43 from the 185 reported last year.

Fatalities in the transportation industry accounted for 160 deaths during the year, a decrease of 47 from the previous year. Work injuries in manufacturing were responsible for 157 deaths during 1958, a decrease of 52 from the previous year, in which 209 were recorded. In the logging industry there were 125 fatalities, a decrease of 16 from the 141 in this industry in 1957.

Fatality rates by industries are shown in the accompanying chart.

⁽⁴⁾ See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given.



Women at Work in Canada

Revision of 1957 handbook, just off the press, contains up-to-date information, makes use of new sources of information, has extensive interpretative additions

A revised edition of *Women at Work In Canada* has just been published by the Women's Bureau of the Department of Labour. It is a successor to the booklet of the same name published in 1957 (L.G., June 1957, p. 686).

The new edition is more than a revision of the earlier one. "The information in the earlier publication has been brought up to date, but the subject matter has also been reorganized and rewritten with extensive additions of interpretative text," says the Foreword to the new booklet. "By using new sources of information it was possible to throw further light on matters dealt with in the earlier version as well as to discuss subjects of growing importance to women workers which were not gone into before. New tables and charts have been added."

Like the first edition, the new publication is the joint work of the Bureau and the Economics and Research Branch, with the co-operation of the Dominion Bureau of Statistics.

The number of women in the Canadian labour force amounts to 26 per cent of the total female population 14 years of age and over. This compares with 36.5 per cent in the United States and 30.7 (15 years of age and over) in Great Britain. The high proportion in the United States, the report states, is partly accounted for by the presence of a large number of non-white women, who make up 14 per cent of the female population, and of whom nearly every second one is in the labour force compared with 35 per cent of the white women.

Today women make up about a quarter of the Canadian labour force, the highest proportion being in the more highly industrialized provinces, especially Ontario and Quebec, the report points out. It also remarks that "it is noticeable that in provinces where a high proportion of all women work the proportion of married women working is also likely to be high."

Quebec, a highly industrialized province, "is a striking exception to this general rule". Although the proportion of women in the province who work for pay is higher than in Canada as a whole, the proportion of married women working outside the home is much below the national average. "This is a reflection of the social and cultural traditions of the province," the report states.

Notwithstanding the large number of married women who are now working for pay, "single women still form the backbone of the female labour force. Although they now make up less than half of the working women, their rate of participation in paid employment is much higher than that of married women. Single women are also more likely to work for many years without interruption, and a higher proportion of them than of married women are full-time workers," the book reports.

It is noted, however, 14.6 per cent of all women in the labour force in Canada are regular part-time workers. For married women who are working for pay, the percentage is much higher, 24.1. A part-time worker is defined as one who works 35 hours a week or less.

Ever since the turn of the century the same four broad occupational groups have attracted the greatest number of women, although the order of importance has altered, the report states. These four groups are clerical, personal service, manufacturing and mechanical, and professional service. At the same time, the percentage of working women engaged in occupations outside these groups has risen from 8.4 in 1901 to an estimated 23.2 in 1958.

"The most remarkable change has been the rise of the clerical group from fourth place in 1911 to first. It came to light at the 1951 Census that clerical workers had surpassed all others in number... The labour force survey estimates for 1958 show that clerical work continues in the forefront, with personal service next."

The report makes the interesting point that the kinds of jobs that most women hold—clerical, service jobs, and lighter manufacturing occupations—are less sensitive to economic conditions than are the heavy industries which mainly employ men. As a result, when a recession occurs, unemployment does not make itself felt as soon for women as for men.

Chapters in the handbook's table of contents are: Women in the Working Force, Characteristics of Working Women, Occupations of Women, Women's Earnings, Legislation Affecting Women Workers, and Conditions of Work. Interspersed in the text are 79 tables and nine charts.

The booklet is obtainable in either English or French from the Queen's Printer at 25 cents a copy.

U.N. Commission on the Status of Women

Thirteenth session calls for renewed efforts to remove discrimination against women in various fields of human endeavour. Recommendations made to further equal treatment regarding retirement and pensions, equal pay for equal work

Renewed efforts to remove discrimination against women in various fields of human endeavour were called for by the United Nations Commission on the Status of Women during its 13th session, held at the United Nations Headquarters in New York, March 9 to 27, 1959.

The session took note of significant developments affecting the rights of women in economic, social, civil, political and educational spheres. Recommendations were made to further, among other things, equal treatment of men and women workers as regards retirement and pension rights, equal pay for equal work, equal educational opportunities for girls and boys in all parts of the world and equal access for women and men to responsible positions in the teaching profession.

The Commission received a series of reports on economic opportunities for women in architecture, engineering and law. These reports were considered to give evidence that progress was inadequate. It was found that, although few legal barriers remain to prevent women from entering these three professions, there are still many other obstacles in their way. Therefore, efforts must continue to remove these handicaps, most of which stem from traditional conceptions of suitable spheres of work for women, the Commission said.

As the next step in a projected world-wide study of the access of women to training and employment in the principal professional and technical occupations, the Commission asked for further reports, in 1961, on opportunities in fields of work ancillary to the three professions studied at this session, for example, draughtsman and engineering technician.

Teaching having often been the first profession open to women, it was agreed that there is no question of the access of women to this field, especially in the primary and elementary grades. It was pointed out, however, that the participation of women tends to diminish at the higher levels of instruction, and comparatively few women are found in administrative posts in education. Concern was expressed, also, for the married woman teacher, who often finds it difficult to combine home duties with a career or who,

in some countries, faces the possibility of dismissal on marriage. In the light of these circumstances the Commission, through the Economic and Social Council, invited UNESCO to prepare a further report on women in the teaching profession.

A lack of adequate information on the international aspects of the question of equal pay for equal work lent urgency to the request of the Commission for the early publication of a pamphlet on the subject, the draft text of which was studied and amended during the session. Several delegates expressed regret at the slow progress being made in the application of this principle.

The Commission adopted a resolution favouring the same retirement age for men and women and equal rights to pension. However, although the majority were of this opinion, there were a number of countries, including the U.K., the U.S.A. and the U.S.S.R., that support a policy of earlier age of retirement for women. It was agreed, therefore, that a full transcript of the Commission's discussion of the subject should accompany the resolution.

Representatives of non-governmental organizations in consultative relationship with the Economic and Social Council attended the session, presenting their points of view and experience on various subjects. Among these organizations were a number whose Canadian affiliates sent observers, some of whom spoke on behalf of the international bodies. Among these were the Canadian Labour Congress, affiliate of the International Confederation of Free Trade Unions; the Canadian Federation of Business and Professional Women's Clubs, affiliate of the International Federation of Business and Professional Women, and the YWCA of Canada, which is a member of the World YWCA.

This year for the second time Canada participated as one of the 18 member nations of the Commission. Mrs. Harry Quart, MBE, of Sillery, Que., was the Canadian delegate. Miss Marion Royce, Director of the Women's Bureau of the Department of Labour, was alternate delegate, and Derek Arnould of the Permanent Mission of Canada to the United Nations acted as political adviser.

Civilian Rehabilitation

N.Y. Governor on Rehabilitation

In special message to state Legislature, Governor Rockefeller declares human values paramount in rehabilitation services but such programs have important economic aspects as well. Makes several proposals to improve state's services

Human values are paramount in rehabilitation services but such programs also have important economic aspects, Governor Nelson A. Rockefeller of New York pointed out in a special message on rehabilitation he sent to the state Legislature on March 16.

During the last fiscal year, for example, the aggregate earnings of those rehabilitated through the state's Division of Vocational Rehabilitation increased from an estimated total of \$2 million annually to more than \$11 million, he said. It had been calculated that these persons would pay an estimated \$1.4 million in state and federal income taxes on their earnings for the first year after rehabilitation.

Prior to rehabilitation, these same persons were receiving public assistance totalling \$800,000 annually.

Governor Rockefeller proposed increased co-ordination of the planning and activities of the various state agencies through the Interdepartmental Health Resources Board, composed of the heads of the state departments and agencies involved in health or health-related functions. He also intends, he said in his message, to appoint a small group of expert consultants to the Board, to be known as the Governor's Council on Rehabilitation.

Among his other proposals are:

—To expand vocational rehabilitation services through an increase in the appropriation for the Division of Vocational Rehabilitation.

—To increase the emphasis on vocational rehabilitation in the state's workmen's compensation program.

—To investigate methods for closer co-operation between the state Department of Health and Department of Education in providing medical services under the vocational rehabilitation program.

—To study methods of expanding and extending rehabilitation services to persons who have no identifiable vocational potentialities and who, therefore, are not eligible for vocational rehabilitation services.

Mr. Rockefeller recognized that to realize these objectives, more trained rehabilitation personnel are required. He pointed out

that of 1,409 professional rehabilitation positions in the state's public service, 299 or 21 per cent were unfilled.

* * *

Around the Provinces

More than 1,000 out-patients and approximately 100 in-patients were treated at the Nova Scotia Rehabilitation Centre during 1958, it has been reported by John McVittie, Chairman of the Centre's board of management.

The Forest Hill Rehabilitation Centre at Fredericton, N.B., opened in May 1958, is now in full use and all beds are filled.

A home service for disabled persons has been established by the Montreal Occupational Therapy and Rehabilitation Centre. This will enable therapists to begin rehabilitation treatment in the patient's home. The Centre has also begun an evening service through which rehabilitated persons who have returned to work may come to the Centre two evenings a week for treatment.

Marking its 10th anniversary, the Cerebral Palsy Association of Quebec, Inc., will hold a conference in Montreal on October 21, 22 and 23, 1959.

The Toronto Association of Occupational Therapy has announced a change of name to the Toronto Rehabilitation Centre.

Campbell Craig, former President of the Manitoba Society for Crippled Children and Adults. The new President of the Manitoba Society is Edmund Allan.

In the first three months of operations, the White Cross Centre of the Alberta Division of the Canadian Mental Health Association extended services to 35 ex-patients. The Centre offers a variety of activities to wives and husbands in addition to the former patients.

The Rehabilitation Society of Calgary plans to open a shop in the downtown area where disabled persons can sell their craft-work.

Establishment of a school to train physiotherapists was urged at the annual meeting of the British Columbia Canadian Arthritis and Rheumatism Society.

50 Years Ago This Month

Charge that the United Mine Workers was a "foreign" organization reported by conciliation board to be principal reason why Nova Scotia company refused to recognize it. Majority report of board did not support the union's grievances

A dispute between the Dominion Coal Company and the United Mine Workers of America regarding alleged discrimination against members of the union was dealt with by a conciliation board whose report was published in the *LABOUR GAZETTE* of May 1909. A majority report did not support the union's complaints, but a minority report by the union's nominee stated that there had been "the most violent cases of discrimination" for which the company had not offered any justification.

The union's main grievances were: that employees had been discharged, or threatened with dismissal, because they were members of the UMW; that the private police force of the company had "loitered around" the union's meetings and had intimidated the members; that the company had pursued a policy of general discrimination against the UMW; and that it had refused to receive committees of the union, or in any other way to recognize the organization.

The majority report, signed by the chairman and the company's nominee, stated that the first two of the union's charges had not been supported by the evidence.

The report, however, agreed that the company in rehiring men after layoff had given a preference to members of the Provincial Workmen's Association. It also said that although it appeared that no responsible official of the company had discharged a man because he was a member of the UMW, "in a number of instances the subordinate officials advised their men in their own interests to join the PWA, in order that they might have a better chance of early employment".

But the report said that there were special circumstances which justified the company in giving preference to members of the PWA in hiring, this organization being entitled to represent the employees under the award of a previous conciliation board.

Apart from the alleged impracticability of dealing with two separate labour organizations, the report said that "the principal reason why the company refuses to recognize the UMW is that they are practically a foreign organization, having dangerous

and menacing powers under their constitution," with their principal executive officers and the great bulk of their members residing in the United States.

Considering that the company was faced with American competition in Canadian markets, the report said, "the board considers this objection of the coal company a very grave one, because with one foreign organization controlling the miners, labour difficulties in the United States would almost certainly lead to complication in Nova Scotia."

The minority report by the union's nominee said there had been "violent discrimination by the company against the UMW which the company had not succeeded in justifying. With regard to the company's contention that it would be prejudicial to the industry if the workmen became subject to the control of a "foreign" union, it said the company had produced no evidence to show that it would be prejudicial. Furthermore, the evidence of one of the company's own witnesses had shown that it would not.

The minority report went on to say that "our organization is not foreign but international, and we could have proven it had it not been practically admitted by (one of the company's officials) that they are now dealing with two such international unions—one on their railway, and the other in their machine shops."

A plebiscite taken at the civic elections in Vancouver "to ascertain the feeling of the citizens with regard to the inauguration of an eight-hour day for all civic employees" resulted in approval by a large majority, the *LABOUR GAZETTE* reported. But when it came to allowing nine hours' pay for eight hours' work, the majority of the Council were opposed. They wanted the hourly rate to remain unchanged, but "a large number of the employees are averse to accepting the lesser amount of wages," the report said.

The *LABOUR GAZETTE* reported that the Civil Service Federation of Canada, an association of representatives of existing organizations of employees of the Government of Canada, was formed at Ottawa, April 29 and 30.

TEAMWORK in INDUSTRY

Eighty-one trolley coach operators employed by the Transit Department of the Nova Scotia Light and Power Company were recently honoured for their safe driving records at a banquet in Halifax.

The occasion was the presentation of National Safety Council "Safe Driver" Awards to 15 fourth-year winners, 12 third-year, 18 second-year, and 36 first-year.

Certificates and gold lapel buttons were presented to the 81 operators on behalf of the National Safety Council by Col. J. C. MacKeen, President of Nova Scotia Light and Power.

The company also demonstrated its enthusiastic support of the safety promotion campaign by giving a cheque for \$25 to each of the second, third, and fourth-year winners, and a cheque for \$10 to each of the first-year winners.

The Labour-Management Committee of the company's Transit Department has contributed a great deal of assistance to the promotion of safety in all of the department's operations. It was organized in June 1958, making Transit the first group in the company to set up such a committee.

According to L. Currie Young, Superintendent of the department, "The committee has helped us all to work more closely together and in greater harmony. The union is very enthusiastic about our achievements, and I feel that we have done an outstanding job of co-operation in the six months we have worked together on the committee."

Bargaining agent for the employees is the Amalgamated Association of Street Electric Railway and Motor Coach Operators of America, Division 508.

* * *

The annual good housekeeping contest held at the Shawinigan, Que., plant of the Aluminum Company of Canada, Limited, was won in 1958 by line 106. All sections of the reduction department showed interest and enthusiasm, and great rivalry among the sections was noted during the ten months that the campaign lasted.

A permanent committee of five or six members, and supported by a sub-committee consisting of active representatives in each of the four sections, undertook to maintain interest, prepare the necessary publicity, and establish rules and procedures.

Bargaining agent for employees at the Shawinigan plant is *Le Syndicat National des Employés de l'Aluminium (CTCC)*.

Recognition will soon be forthcoming for the outstanding safety records achieved by various departments of the Howard Smith Paper Mills at Cornwall, Ont.

Individual awards will go to some 500 employees, whose departments have worked up to three years without a lost-time injury.

The awards follow the completion in 1958 of the best safety record in the history of the mill—only 11 lost-time accidents in 12 months.

One of the departments in line for the awards is the paper mill, whose employees worked throughout 1958 without a single serious accident.

Other departments will be receiving awards for completing three safe years. These include the steam plant, one department in the finishing room, one in the soda mill and two in the mechanical department.

Plant safety supervisor Ralph Gault remarked that pulp and paper mills throughout Ontario were strong advocates of first aid training.

"Our own safety committee at Howard Smith," he said, "firmly believes that first aid training is an important part of our accident prevention program.

"Statistics show that trained first-aiders have fewer accidents. The training makes them more safety conscious—more aware of the fact that the injuries they learn to treat can happen to themselves."

Some 160 employees at the Howard Smith Paper Mills have taken the Lateiner Course in accidents control. Another group of supervisors, union officers and safety guides is currently attending weekly classes of instruction.

The decision to provide further new courses stems from a request made at a recent Mutual Interest Meeting by both local unions. At that time, Ted Labelle, President of Local 338 of the International Brotherhood of Pulp and Sulphite Workers (CLC), and Larry Snyder, President of Local 212 of the United Papermakers and Paper Workers Union (CLC), expressed the view that the Lateiner Course was largely responsible for a reduction in occupational accidents during 1958.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during March. The Board issued six certificates designating bargaining agents, ordered three representation votes, and rejected three applications for certification. During the month the Board received 14 applications for certification and one application for revocation of certification, and allowed the withdrawal of ten applications for certification; the Minister of Labour referred to the Board a complaint under Section 43 of the Act alleging failure to bargain collectively.

Applications for Certification Granted

1. United Steelworkers of America, on behalf of a unit of office and technical employees of Consolidated Denison Mines Limited, employed at its Quirke Lake mining site in the Elliot Lake Improvement District, Ont. (L.G., Jan., p. 49).

2. United Steelworkers of America, on behalf of a unit of production employees employed by Canadian Arsenals Limited in its Gun Ammunition Division at Lindsay, Ont. (L.G., April, p. 386).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of clerks and stenographers incorrectly listed as "electrical" employees in March issue) employed by the Canadian National Railways in the Work Equipment Department of its Western Region at Winnipeg, Man. (L.G., March, p. 272).

4. United Steelworkers of America, on behalf of a unit of office and technical employees of Northspan Uranium Mines Limited, employed at its mining sites in the Elliot Lake Improvement District, Ont. (L.G., March, p. 272).

5. International Longshoremen's Association, Ind., on behalf of a unit of cargo and baggage checkers employed in the Port of Quebec by Albert G. Baker Limited and Quebec Terminals Limited. The Quebec, Express, Luggage, Baggage Checkers' and Receiving Clerks' Association intervened (L.G., April, p. 388) (See also "Applications Rejected" below).

6. Grain Workers Local Union No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of miscellaneous classifications of employees employed by Pacific Elevators Limited, Vancouver. The International Union of Operating Engineers, Local 882, intervened (L.G., April, p. 388).

Representation Votes Ordered

1. United Steelworkers of America, applicant, Pronto Uranium Mines Limited, Algoma Mills, Ont., respondent, and International Union of Operating Engineers, Local No. 796, intervener (L.G., March, p. 272). The Board directed that the names of the applicant and the intervener be on the ballot. The vote affected a unit of employees classified as heating plant operator and heating plant operator's helper (Returning Officer: A. B. Whitfield).

2. United Steelworkers of America, applicant, and Canadian Dyno Mines Limited, Bancroft, Ont., respondent, and Canadian Dyno Employees' Association, intervener (L.G., March, p. 272). The Board directed that the names of the applicant and the intervener be on the ballot (Returning Officer: T. B. McRae).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Taggart Service Limited Employees' Association, intervener (L.G., April, p. 388). The Board directed that only the name of the applicant be on the ballot (Returning Officer: B. H. Hardie).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Applications for Certification Rejected

1. Association of Aircraft Electrical and Radio Technicians, applicant, Canadian Pacific Airlines Limited, Vancouver, respondent, and International Association of Machinists, intervener (L.G., Feb., p. 155) (See reasons for judgment below).

2. Quebec Express, Luggage, Baggage Checkers and Receiving Clerks' Association, applicant, Albert G. Baker Limited, respondent, and International Longshoremen's Association, Ind., intervener (L.G., Feb., p. 156) (See also "Applications Granted" above). The application was rejected for the reason that the unit applied for, comprising employees of the company working as checkers of express, luggage and baggage, was not appropriate for collective bargaining apart from employees working as checkers of cargo; and that, in any event, the application was premature by

reason of the fact that ten months of the term of the collective agreement covering the employees affected had not expired.

3. Halifax Tow Boat & Salvage Union (Independent Local No. 1), applicant, Foundation Maritime Limited, Halifax, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., April, p. 388). The application was rejected for the reason that the unit applied for was not appropriate for collective bargaining because it included both licensed and unlicensed personnel.

Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Shell Canadian Tankers, Limited, aboard the *MV Tyee Shell* operating on the West Coast (Investigating Officer: D. S. Tysoe).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the Administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; 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; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. International Longshoremen's & Warehousemen's Union, Local 507, on behalf of a unit of ship liners and fitters employed by members of the Shipping Federation of British Columbia (Investigating Officer: D. S. Tysoe).

3. Maritime Airline Pilots Association, on behalf of a unit of service and maintenance personnel employed by Maritime Central Airways Limited, Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 565 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited, operating in and out of its terminal at Regina, Sask. (Investigating Officer: J. S. Gunn).

5. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen and warehousemen employed by Arrow Transfer Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

6. Canadian Air Line Flight Attendants' Association, on behalf of a unit of flight attendants employed by Pacific Western Airlines Ltd., Vancouver (Investigating Officer: G. H. Purvis).

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of employees of Frame & Perkins Limited, Yellowknife, N.W.T. (Investigating Officer: D. S. Tysoe).

8. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, on behalf of a unit of employees of R. M. Williams—Williams Motors, Yellowknife, N.W.T. (Investigating Officer: D. S. Tysoe).

9. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of licensed personnel employed aboard tugs owned and operated by Foundation Maritime Limited, Halifax (Investigating Officer: D. T. Cochrane).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs owned and operated by Foundation Maritime Limited, Halifax (Investigating Officer: D. T. Cochrane).

11. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927, on behalf of a unit of employees of Hill the Mover (Canada) Limited, operating in and out of its terminal at Dartmouth, N.S. (Investigating Officer: D. T. Cochrane).

12. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of longshoremen employed by the Canadian Stevedoring Company Limited on or about the Centennial Pier, Vancouver (Investigating Officer: D. S. Tysoe).

13. General Drivers Local Teamster Union 989, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of laundry employees employed by Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: G. A. Lane).

14. International Association of Machinists, Vancouver Lodge 692, on behalf of a unit of machine shop employees employed by Stone Bros. Towing Co. Ltd., Port Alberni, B.C. (Investigating Officer: G. H. Purvis).

Application for Revocation of Certification Received

John Wood, on behalf of Rodrigue Castonguay, *et al*, applicants, and Transit Tankers and Terminals Limited, respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), respondent. The application was for the revocation of the certification issued by the Board in November 1955 to the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), in respect of a unit of marine engineers below the rank of chief engineer employed aboard vessels operated by the company (L.G., January 1956, p. 75).

Applications for Certification Withdrawn

1. Lakehead Grain Elevator Electrical Workers (independent), applicant, Federal Grain Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (grain elevators at Fort William and Port Arthur, Ont.) (L.G., March, p. 271).

2. Lakehead Grain Elevator Electrical Workers (independent), applicant, Lakehead Terminals Ltd., respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (grain elevator at Fort William, Ont.) (L.G., March, p. 271).

3. Lakehead Grain Elevator Electrical Workers (independent), applicant, The Ogilvie Flour Mills Co. Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (grain elevator at Fort William, Ont.) (L.G., March, p. 272).

4. Lakehead Grain Elevator Electrical Workers (independent), applicant, The Canadian Consolidated Grain Company Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (grain elevator at Port Arthur, Ont.) (L.G., March, p. 272).

5. Lakehead Grain Elevator Electrical Workers (independent), applicant, N. M. Paterson & Sons Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (grain elevator at Fort William, Ont.) (L.G., March, p. 272).

6. Lakehead Grain Elevator Electrical Workers (independent), applicant, National Grain Company Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (grain elevator at Fort William, Ont.) (L.G., March, p. 272).

7. Lakehead Grain Elevator Electrical Workers (independent), applicant, Searle Grain Company, Limited, respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (grain ele-

vator at Fort William, Ont.) (L.G., March, p. 272).

8. International Union of Operating Engineers, Local 796, applicant, Greyhawk Uranium Mines Limited, Bancroft, Ont., respondent, and International Union of Mine, Mill and Smelter Workers (Canada), intervener (not previously reported).

9. International Union of Operating Engineers, Local 796, applicant, Canadian Dyno Mines Limited, Bancroft, Ont., respondent, United Steelworkers of America, intervener, and Canadian Dyno Employees' Association, intervener (L.G., April, p. 388).

10. International Union of Operating Engineers, Local 882, applicant, Pacific Elevator Limited, Vancouver, respondent, and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, intervener (stationary engineers, Pellet Mill) (L.G., April, p. 388).

Complaint under Section 43 of Act Received

The Minister of Labour referred to the Board a complaint made by the National Association of Marine Engineers of Canada, Inc., alleging that Transit Tankers and Terminals Limited had failed to bargain collectively.

Reasons for Judgment in Certification Application affecting Association of Aircraft, Electrical and Radio Technicians and Canadian Pacific Air Lines, Limited and International Association of Machinists

This is an application for certification of a unit of employees of the Respondent comprising all electrical and radio technicians employed by the Respondent including the following trade classifications—aircraft electrical and accessory repairmen and aircraft and ground radio repairmen together with learners in those trade classifications and sub-foremen, electrical and radio.

These employees are a part of a unit of Canadian Pacific Air Lines employees employed on general aircraft and equipment maintenance who are covered by a collective agreement between the Respondent and the Intervener.

The Board consisted of Mr. C. R. Smith, QC, Chairman and Messrs. A. H. Balch, E. R. Complin, A. J. Hills and A. R. Mosher, members.

The applicant contends that the radio and electrical technicians, while comprising two crafts, have a special community of interest in that they are both dealing with electricity and must know the theory of electrical devices and that though radio and electrical technicians are not interchangeable, their work is closely related.

Applicant also submits that while it is not aware of any similar unit comprising radio and electrical technicians in air line operations having been certified in Canada or the United States, it is customary in Great Britain for electrical and radio technicians engaged in the maintenance of aircraft to be represented by their own union. Applicant further submits maintenance requirements in the aircraft industry have changed drastically in the past few years due to the maintenance requirements in new aircraft which have required

a very substantial increase in the use of electrical and radio equipment of an increasingly complicated and intricate type.

The Respondent claims that the segregation of employees in the proposed unit from other employees in the existing unit would not be practical in view of the nature of the company operations, that mechanic functions overlap to such a degree that the proposed unit is in fact a part of the larger existing maintenance unit of employees engaged in a common function in the maintenance work upon aircraft and aircraft components and accessories and that recognition of the proposed unit would not be consistent with present practice in the North American air line industry. Respondent further submitted that the training of an air engineer and aircraft mechanic includes the principles of electricity and courses on the electrical systems of each type of aircraft operated by the company and that any attempt to segregate any specific trade classifications from the present bargaining unit would influence the effectiveness of the air engineer and aircraft mechanic group. On certain types of work two or more mechanics will be required to work together with no clear demarcation of trade functions. Respondent says that the trend to more electrical and electrically activated equipment on newer aircraft makes it necessary to provide aircraft mechanics and air engineers with a constantly increasing amount of electrical training. In essence the interrelationship and interdependencies of the work performed make the present unit realistic and appropriate for collective bargaining and serious work jurisdiction problems would follow from an attempt to restrict the activities of one particular trade group.

The arguments and information furnished by the Intervener were in large measure to a similar effect to that submitted by the Respondent.

While the Board was impressed with the able presentation made on behalf of the applicant, nevertheless the Board is not satisfied that the proposed unit is appropriate in present circumstances. In arriving at this conclusion the Board has taken into consideration, *inter alia*, the manner in which aircraft maintenance work is organized and carried on in the CPA establishment, the practical difficulties involved in segregation of functions and work, as well as collective bargaining patterns which have been established in North American aircraft maintenance operations.

See also reasons for judgment given by the Wartime Labour Relations Board in the case of Canadian Air Line Dispatchers' Association and Canadian Pacific Air Lines Ltd. (Canada Labour Service, page 7-669) and in the case of The Air Engineers Society of Canada and Trans-Canada Air Lines Ltd. (Canada Labour Service, page 7-721).

For the foregoing reasons the application is rejected.

(Sgd.) C. RHODES SMITH,
for the Board.

For the Applicant

G. R. Schmitt, Esq.
M. Watson, Esq.

For the Respondent

G. E. Manning, Esq.
J. F. Clark, Esq.
I. A. Gray, Esq.
A. E. Hutt, Esq.

For the Intervener

R. Nat Gray, Esq.

Dated at Ottawa, March 11, 1959.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots' Association (Conciliation Officer: R. Duquette).

2. Northern Cleaning Agencies, Inc., Montreal, and Building Service Employees' International Union, Local 298 (Conciliation Officer: R. Duquette).

3. Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

4. H. W. Bacon Limited, Toronto, and Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Robin Hood Flour Mills Limited, Moose Jaw, and Local 201, United Packing-house Workers of America (Conciliation Officer: J. S. Gunn).

6. Canadian Pacific Railway Company (SS *Princess Helene*) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove).

7. Hamilton Shipping Company, Limited, Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Caledon Terminals Ltd. and Cullen Stevedoring Co. Ltd. and International Brotherhood of Longshoremen, Local 1817, Hamilton (Conciliation Officer: F. J. Ainsborough).

8. Gill Interprovincial Lines Limited, Vancouver, and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Hill the Mover (Canada) Limited, Chilliwack, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. H. Purvis) (L.G., April, p. 391).

2. Burrard Inlet Tunnel and Bridge Company, North Vancouver, and Building Service Employees' International Union, Local 244 (Conciliation Officer: G. R. Currie) (L.G., April, p. 391).

3. Nordair Limited, Roberval, Que., and The Syndicate of Employees of Nordair (Conciliation Officer: C. E. Poirier) (L.G., April, p. 391).

4. Lakehead Terminal Elevators Association and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough) (L.G., March, p. 272).

5. British Columbia Packers Limited (Western Whaling Corporation) and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 273).

6. British Columbia Towboat Owners' Association and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 53).

7. British Columbia Towboat Owners' Association and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie) (L.G., Dec. 1958, p. 1399).

8. Canadian Stevedoring Company Limited, Vancouver, and International Longshoremen's and Warehousemen's Union, Local 509 (Conciliation Officer: G. R. Currie) (L.G., Sept. 1958, p. 981).

9. Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (see above).

Conciliation Boards Appointed

1. C. A. Fraser Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 53).

2. Northland Navigation Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (L.G., March 1958, p. 494).

Board Reports Received during Month

1. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 177). The text of the report is reproduced below.

2. Stanleigh Uranium Mining Corporation, Elliot Lake, and Elliot Lake-Stanleigh Office Workers' Union, Local 1574, Canadian Labour Congress (L.G., Feb., p. 177). The text of the report is reproduced below.

3. Canadian National Railways, Montmorency Subdivision, and Brotherhood of Locomotive Firemen and Enginemen (L.G., Nov. 1958, p. 1286). The text of the report is reproduced below.

4. Canadian National Railways (Atlantic, Central and Western Regions, including the Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., June 1958, p. 630). The text of the report is reproduced below.

Settlement Reached following Board Procedure

Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) including Quebec Central Railway and Dominion Atlantic Railway, and Brotherhood of Locomotive Firemen and Enginemen (L.G., April, p. 391).

Strike Following Board Procedure

Polymer Corporation, Sarnia, and Oil, Chemical and Atomic Workers' International Union, Local 16-14 (L.G., March, p. 274).

Report of Board in Dispute between Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter presents herewith its unanimous report.

The Board was composed of: H. Carl Goldenberg, QC, Chairman; Ross Drouin, QC, nominee of the employer; Joseph H. Fine, QC, nominee of the bargaining agent.

The dispute affects approximately 900 employees of the company's package freight division who are engaged in loading and unloading freight at the company's terminals at Quebec City, Montreal, Toronto, Hamilton, Sarnia (Point Edward), Windsor, Port Arthur and Fort William.

The parties made their representations to the Board at a hearing in Montreal on February 9, 1959.

The union demands an increase in wages and the extension of certain fringe benefits.

The company's demands are primarily concerned with changes in working hours and working rules. The company submits that no monetary changes should be made at this time because of the uncertainties facing its future operations with the opening of the St. Lawrence Seaway. It further submits that a wage increase is not warranted because of the unco-operative attitude of the members of the union in its employ at Port Arthur and Fort William, which had detrimentally affected its operations and added to its costs. The Board notes that this criticism applies only to employees at the Lakehead ports and not to employees at any of the other ports where the company's terminals are located.

Having heard and examined the submissions of the parties, the Board unanimously finds and recommends as follows:

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and Canada Steamship Lines Limited, Montreal.

The Board was under the chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister on the joint recommendation of the other two members, Ross Drouin, QC, Quebec, and Joseph H. Fine, QC, Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.

1. *Duration of Collective Agreement*

The renewed collective agreement between the parties should cover two navigation seasons commencing with the opening of navigation in 1958. The recommendations which follow are predicated upon the signing of a two-year agreement.

2. *Wages*

It has been the practice of the parties over a period of years to follow the wage settlements between the railways and their non-operating employees. The recent railway settlement, signed on November 26, 1958, provided in effect for an increase of 14c. per hour, of which 4c. was to be retroactive to January 1, 1958, a further 3% to be effective on September 1, 1958, and 3% to be effective on April 1, 1959. The Board finds that an increase equal in amount to the last wage increase granted to the non-operating railway employees is warranted, but, taking cognizance of the fact that the operation of the company is seasonal, it finds that the increase should be made effective in two rather than three instalments. Accordingly, the Board recommends:

An increase of 7c. per hour in the wage rates of all employees retroactive to the opening of the 1958 navigation season, and a further increase of 7c. per hour effective at the opening of the 1959 navigation season.

3. *Vacations with Pay*

The union demands three weeks' vacation with pay for all employees having ten years' service with the company. The company submits that the provisions of the existing contract with respect to vacations with pay should not be changed. The Board recommends that:

An employee having worked twenty consecutive seasons with the Company shall receive three weeks' vacation with pay or payment in lieu thereof.

4. *Calls*

The company requests changes in call hours at the Lakehead ports to conform with conditions at other ports. The evidence which it submitted to the Board establishes that many employees at Fort William and Port Arthur have failed to observe the rules and conditions set out in the collective

agreement. The refusal on the part of employees to answer calls for work is to be deplored since it affects both the efficiency of the company's operation and the earnings of fellow-employees. The Board finds that it is incumbent upon the union to exert all efforts to enforce observance of working rules and agreements by its members at the Lakehead. The Board recommends that:

Where a sufficient number of employees refuse to answer any call, the Company should be free to hire men from any source to complete work on hand.

With respect to calls for orders, the Board recommends that:

The Company shall have one free call per day either at 11 a.m. or at 5 p.m. at Port Arthur and Fort William.

5. *Handling of Flour*

The company submitted to the Board that the refusal of its employees at Port Arthur to handle flour with new mechanized equipment which it has introduced has forced it to default under its agreement with the Canadian National Railways and to suffer a loss of some 77,000 tons of this cargo since June 1958. The union has not contradicted this statement, but alleges that the new equipment was introduced without notice and is dangerous to the employees.

While the Board is not in a position to express an opinion on the new equipment, it finds that the employees violated both the letter and the spirit of their collective agreement in refusing to handle flour cargo therewith. If the introduction of the

mechanized equipment created a grievance, it was the responsibility of the union to have recourse to the established grievance procedure. Instead, the men took matters into their own hands and penalized not only the company and themselves, but also fellow-employees at other ports. Such conduct should not be condoned by the union.

Accordingly, the Board recommends that:

Employees should handle flour at the Lakehead ports with the new mechanized equipment and if they have a grievance in connection therewith, recourse should be had to the ordinary grievance procedure on application by the Union.

6. *Other Demands*

Having regard to the prospective opening of the St. Lawrence Seaway, to the new competition which the company is likely to encounter, and to the consequent uncertainties which its package freight business faces, the Board is of the opinion that the remaining demands of both the union and the company should be deferred to a future re-opening of the collective agreement and it so recommends.

The whole of the foregoing, being the unanimous report of the Board, is respectfully submitted this 3rd day of March, 1959.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) ROSS DROUIN,
Member.

(Sgd.) JOSEPH H. FINE,
Member.

Report of Board in Dispute between

Stanleigh Uranium Mining Corporation

and

Elliot Lake-Stanleigh Office Workers' Union

Your Board of Conciliation, consisting of G. A. Howes, Company Nominee, and William Black, Union Nominee, with His Honour Judge J. C. Anderson, as Chairman, was appointed on or about the 27th day of January, 1959, and met with the parties in Toronto on February 18, 1959, and heard their full submissions with respect to the issues in dispute. The issues in dispute were as follows:

1. "Between" Clause.
2. Union Security.
3. Decision of Arbitration Board.
4. Reinstatement Terms.

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with a dispute between Elliot Lake-Stanleigh Office Workers' Union, Local 1574, Canadian Labour Congress, and Stanleigh Uranium Mining Corporation, Elliot Lake, Ont.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the joint recommendation of the other two members, G. A. Howes and William Black, both of Toronto, nominees of the company and union respectively.

The text of the report is reproduced here.

5. Orientation Period.
6. Preferred Seniority.
7. Leave of Absence with Pay.
8. Severance Allowance.
9. Hours of Work.
10. Statutory Holidays.
11. Vacations.
12. Sick Pay.
13. Salaries.
14. Cost of Living Subsidy.
15. Duration of Agreement.

The Company was represented before the Board by:

F. C. Ashenhurst, Secretary-Treasurer of the Company.

G. W. Stanley, Administration Assistant of the Company.

A. Harris, Industrial Relations Consultant.

The Union was represented before the Board by:

R. Auclair, President, Local 1574, Canadian Labour Congress.

K. Whicher, Vice-President, Local 1574, Canadian Labour Congress.

D. Taylor, Representative.

H. Waisglass, Research Department, United Steelworkers of America.

The case for the Union was presented by Mr. Taylor, and the case for the Company was presented by Mr. Harris.

After the Board heard the full submissions of the parties with respect to the issues in dispute, there were conferences jointly with the parties, and separately with the parties, in an endeavour to conciliate the issues, but the Board was unsuccessful, and hence the necessity of this Report.

The Board has considered the representations by the parties and also the additional information which resulted from conferring with the parties. The Board is unanimous in its conclusions on all matters referred to it with the exception of number 13—salaries. The report and/or recommendation of the Board with respect to each of these matters is set forth hereunder.

1. "Between" Clauses:

This was a request by the Union for a 'Successorship' clause to guarantee its agreement in the event of the Corporation changing title, status or ownership. The Board is of the opinion that the dispute between the parties on this item would easily be resolved if they could agree on the other matters in dispute, and therefore, it makes no recommendation.

2. Union Security:

The Board recommends in favour of voluntary check-off of Union dues as provided by the Union constitution and that such voluntary check-off shall be irrevocable for the duration of the agreement.

3. Decision of Arbitration Board:

As regards the final and binding effect of the decision of any arbitration board established in accordance with the proposed collective agreement, the Board recommends inclusion of the following provision:

The decision of a majority shall be the decision of the Board, but if there is no majority decision, the decision of the Chairman shall be the decision of the Board.

4. Reinstatement Terms:

The Board recommends that this clause in the agreement shall be worded as follows:

If it should be settled finally in his favour, the employee shall be reinstated and paid his wages at his regular basic rate for the time lost since the date of his discharge, limited to a maximum of the employee's regular hours per week but in granting payment at his regular basic rate, if it is just and equitable in the Board's opinion, it may order deducted from this amount any monies earned during the time lost but in any other settlement which is just and equitable in the opinion of the conferring parties the Board in making its award shall give consideration to any money earned during lost time.

5. Orientation Period:

The Board is not prepared to endorse the Union's request with respect to this item.

6. Preferred Seniority:

The Board recommends inclusion in the agreement of a provision worded as follows:

In event of layoff under which all officers and stewards of the Union are subject to layoffs, then so long as there is work available which any officer or steward is able and willing to perform, the officer or steward who has then the greatest seniority shall be retained by the Company until at least one officer or steward has been recalled in accordance with the recall provisions of the Agreement.

7. Leave of Absence with Pay:

The Board recommends inclusion in the agreement of a provision worded as follows:

Leave of absence will be granted for personal emergency circumstances acceptable to the Company and will be granted with or without pay, depending on the circumstances.

8. Severance Allowance:

The Board recommends inclusion in the agreement of a provision worded as follows:

Employees who are discharged or who become permanently displaced as a result of the closing of the mine, or a department of same, or as a consequence of technological changes, shall be entitled to a severance allowance as set out below: Employees with six months' service shall receive two weeks' pay; Employees with twelve months' service shall receive four weeks' pay.

9. *Hours of Work:*

The Board recommends that the hours of work of employees covered by this Agreement be reduced from 42 hours per week to 40 hours per week, with no loss of take home pay.

10. *Statutory Holidays:*

The Board recommends that the record of the statutory holidays with pay granted by the company during the year 1958 be examined and that the Statutory Holidays with pay so granted be considered as the paid holidays provided for in this agreement, whether six, seven or eight as the case may be.

11. *Vacations:*

The Board recommends that this agreement provide as follows:

All employees shall be entitled to an annual vacation of two weeks with pay after one year's service.

12. *Sick Pay:*

The Board recommends that this agreement provide for Sick Pay Benefits as follows:

Salary shall be continued during disability, as follows:

<i>Length of continuous service</i>	<i>Sick Leave Salary Continuance</i>
One month to five months	Two working days per month
Six months or over	Two weeks definite and where over six months, sick leave in excess of two weeks will be considered on its own merits.

14. *Cost of Living Subsidy:*

The Board recommends that the present salary deduction of sixty dollars (\$60) per month for employees living in company quarters shall not be increased during the life of the agreement.

15. *Duration of Agreement:*

The Board recommends that the term of the agreement shall be for one year from the date of signing.

13. *Salaries and other cost items:*

The Board has carefully considered the submissions advanced by each party before it and has had the advantage of discussions with the parties after the formal submissions were made. As a result thereof, the Company Nominee is of the opinion that an agreement should be reached between the parties on a basis which would not involve the Company in an overall additional cost in excess of five dollars (\$5) per month per employee. On the other hand, the Union Nominee is of the opinion that any settlement arrived at between the parties should involve a cost of not less than twenty dollars (\$20) per month per employee. The Board has been unanimous on all items except cost items and on these it is unanimous except as to salaries, but this unanimity on all matters except salaries has been arrived at on the understanding that, if there are additional costs under items 8, 10, 11, 12 and 14, arrived at as a result of post conciliation bargaining and beyond those involved in the unanimous recommendations above made, such costs should be deducted from the total cost package.

In view of the statement of the position on money matters as set out above by the Company and Union Nominee the Chairman does not make any specific recommendation as to money costs but is of the view that the final settlement should be bargained out between the parties between the top position recommended by the Company Nominee and the bottom position recommended by the Union Nominee, as set out above.

All of which is respectfully submitted.

Dated at Belleville, Ont., this 11th day of March, 1959.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) G. A. HOWES,
Member.

(Sgd.) WM. H. BLACK,
Member.

Shift Differentials in U.S.

An increase of about 60 per cent in shift differentials occurred between 1952 and 1958 in major collective agreements (1,000 or more employees) in the United States, the U.S. Bureau of Labor Statistics reports.

Median differentials for the second and third shifts, respectively, were 5 cents and 7½ cents in 1952, 8 and 12 cents in 1958.

N.B. Labour Relations Act

Municipal employees in New Brunswick will now be covered by the province's Labour Relations Act unless specifically excluded by resolution of the municipality, as is the case in Ontario. This is a reversal of the previous provision in the Act. Formerly, municipal employees were excluded from the Act unless brought under by resolution of the municipality.

Report of Board in Dispute between

Canadian National Railways

and

Brotherhood of Locomotive Firemen and Enginemen

Atlantic, Central and Western Regions, Including Newfoundland District

The Board of Conciliation which you appointed under the Industrial Relations and Disputes Investigation Act to investigate the above dispute and which was composed of Mr. Justice André Montpetit, of the Quebec Superior Court, as chairman, of A. E. Matthews, as the Brotherhood's nominee, and of T. R. Meighen, QC, as the company's nominee, hereby wishes to submit its recommendations.

The Board held private sittings with the parties hereto on the following days: June 17, 18, 23, 24 and 25; August 11, 12, 13, 14, 15, 18, 19, 20, 25 and 26; September 2, 3, 4; October 6, 7, 8, 9, 10 and 17; November 6, 7, 10, 13 and 14; December 1 and 2.

During the June and August sittings, both parties commented and discussed their respective proposals and submitted various written briefs.

After this general exposition, in the morning and in the afternoon of August 25, 1958 the chairman of the Board, first with his colleague Mr. Matthews, then with his colleague Mr. Meighen, met separately the representatives of the Brotherhood and of the Company to discuss the possibilities of a settlement on the major issues involved. Following these two meetings, the chairman found the parties to be so far apart that he came to the conclusion it would serve no useful purpose to persist in efforts to conciliate the parties.

Consequently, in the sittings which followed, (September, October, November and

December) the Board heard all the witnesses that the parties deemed it advisable to call.

On December 2, 1958 it was agreed that the Brotherhood's attorney, Guy Merrill Desaulniers, would be given until January 15, 1959 to file a final brief and that the Company's attorney, J. A. Nolan, QC, would have until the end of the said month to answer same.

The Board then met to deliberate on the whole issue on February 16, March 5, 6, 7, 9, 10, 11, 12, 13 and 14, 1959.

I

General Observations

(a) The Brotherhood represents all locomotive firemen, helpers, hostlers and hostlers' helpers on the Company's lines across Canada. It represents also locomotive engineers in Newfoundland who are governed by the same agreement as firemen, helpers, hostlers and hostlers' helpers in that province.

(b) At the present time, there are three separate labour agreements between the parties hereto. The first (hereinafter referred to as agreement "A") covers the Western Region; the second (hereinafter referred to as agreement "B") covers the Atlantic and Central Regions excluding Newfoundland District; the third (hereinafter referred to as agreement "C") covers the Newfoundland District of the Atlantic Region.

(c) Approximately 4,000 employees (more or less) are involved in the present dispute.

(d) This dispute is two-fold.

The Company has submitted nine proposals (one pertaining to the "short trip and turn around freight service rule" in the Atlantic and Central Regions including Newfoundland District was withdrawn and another known as "the 10 consecutive hours issue", was referred to the Board after the hearing had begun). The Brotherhood has submitted 18 proposals (the last two of which were referred to the Board after the hearing had begun).

We will deal with each of these proposals separately under part II and III.

During March, the Minister of Labour received the reports of the Boards of Conciliation and Investigation appointed to deal with disputes between (1) the Brotherhood of Locomotive Firemen and Enginemen and the Canadian National Railways (Atlantic, Central and Western Regions, including the Newfoundland District) and (2) the Brotherhood of Locomotive Firemen and Enginemen and Canadian National Railways, Montmorency Subdivision.

Both Boards were under the Chairmanship of the Honourable Mr. Justice Andre Montpetit, Superior Court, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members of both Boards, T. R. Meighen, QC, Montreal, and A. E. Matthews, Parry Sound, nominees of the company and union respectively.

The text of the report is reproduced here.

II

The Company's proposals

Out of the Company's nine proposals, two affect the three agreements, three are concerned with agreements "B" and "C" and four with agreement "A" only.

(1) *The Company's first proposal: "The Diesel Rule (all three agreements)"*

This proposal reads as follows:

Eliminate all agreements, rules regulations, interpretations or practices, however established, which require the employment or use of Firemen (Helpers) on other than steam power and establish a rule to provide that the Company shall have the unrestricted right to determine when and if a Fireman (Helper) shall be used on other than steam power.

The purpose of this proposal is to eliminate what is known as the "diesel rule" which was incorporated in December 1948 (effective January 1949) in the three collective agreements between the parties hereto.

The pertinent part of the said rule provides the following:

A fireman or a helper, taken from the seniority ranks of the firemen, shall be employed on all locomotives; provided that the term "locomotive" does not include any of the following:

- (a) Diesel-electric, oil-electric, gas-electric, other internal combustion, steam-electric, or electric, of not more than 90,000 pounds weight on drivers, in service performed by Yard Crews within designated switching limits.
- (b) Electric car service, operated in single or multiple units.
- (c) Gasoline, diesel-electric, gasoline-electric, oil-electric or other rail motor cars, which are self-propelled units (sometimes handling additional cars) but distinguished from locomotives in having facilities for revenue lading or passengers in the motor car, except that rail motor cars installed subsequent to date of this agreement weighing more than 90,000 pounds on drivers, shall be a subject for negotiation between the Railway and the Brotherhood of Locomotive Firemen and Enginemen as to whether such units shall be classified as locomotives.

The Company, in its brief (I, p. 4), states that it was a mistake on its part to sign an agreement containing the rule in question and that there is no reason why it should be perpetuated.

The Company's main contentions in support of its proposal may be summarized as follows:

(a) It is "managerial responsibility" to decide whether or not firemen should be employed on all locomotives.

(b) The "diesel rule" restricts the authority of Management to carry out the efficient, economical and safe operation of the Railway.

(c) The Royal Commission on "Employment of Firemen on Diesel Locomotives in Freight and Yard Service on the Canadian

Pacific Railway", better known as the "Kellock Commission", has found (December 18, 1957 exhibit "G") that firemen were not required on diesel locomotives in yard and freight service of the said company.

Operating conditions on both railways being similar, the Kellock Commission finding should apply to the Company and be endorsed and followed by this Board in its recommendations.

(e) The Brotherhood, on May 13, 1958 has signed an agreement with the Canadian Pacific Railway (exhibit "H") wherein it accepted the aforesaid finding.

(f) The Company should operate its Railway in the most economical manner consistent with safety and efficient operation. Its present proposal is one of the ways and means at its disposal to improve such efficiency and effect economy.

In answer to these contentions, the Brotherhood submitted the following objections:

(a) This Board is not bound by the conclusions that the Kellock Commission reached on the "diesel rule".

(b) The Company's proposal, at any rate, goes much further than such conclusions inasmuch as it asks for the "unrestricted right to determine when and if a Fireman (Helper) shall be used on other than steam power."

(c) Firemen (Helpers) should be retained on diesel locomotives in the interest of efficient railroad operation and of safety to the public and the employees concerned, whether it be in yard, freight or passenger service.

(d) In its final brief (no. 2, chapter 5), the Brotherhood further insisted (1) on the necessity of an engineman "to have a helper"; (2) on the fact that such a helper, because of the job content, the qualifications required, the training, the past practice and past policy, should be "a fireman-helper"; and (3) on the necessity of keeping helpers as a source of future supply of enginemen.

The Company filed a copy of the Kellock Commission report as exhibit "G". The Brotherhood filed as exhibit "F-2" the transcript (69 volumes) of the evidence taken before the said Commission. The Brotherhood also called some 30 witnesses on this issue and the Company approximately 20.

After having carefully studied, examined and discussed the briefs, the comments and remarks orally submitted, the evidence and the exhibits of both parties on the diesel issue, we find the following observations to be in order:

(1) The CNR proposal on the said issue is word for word the same as the one which was submitted by the CPR, in 1956, to another Board of Conciliation presided over by His Honour Judge J. C. Anderson of Belleville, Ontario.

On December 17, 1956 the majority of the said Board (Honourable Senator A. W. Roebuck, QC, the Brotherhood's nominee, dissenting) recommended (p. 17) ... "that the Company (CPR) should be allowed to change the "Diesel Rule" which would allow it to operate locomotives in freight and yard service without a fireman in the cab upon the understanding however that if as a result of actual operating experience it appears that in some circumstances the services of the fireman (helper) might again be required, a modification of the rule might again be necessary and would then become the subject of further bargaining at a time when another agreement is being negotiated" ...

It will be noted here that the above recommendation was limited to freight and yard service.

(2) Following the refusal of the Brotherhood to acquiesce in such a recommendation and in order to bring to an end a work stoppage of some days' duration in January 1957, an order in council (P.C. 1957-52) was passed and a Royal Commission (the Kellock Commission) was appointed under Part I of the Inquiries Act to inquire into and report upon the necessity of having firemen (helpers) on diesel locomotives in freight and yard service of the CPR.

As every one knows, the Kellock Commission, after investigating this issue both in Canada and in Europe, concluded unanimously in its report dated December 17, 1958, that firemen (helpers) were not required in such freight and yard service.

(3) We fully agree with the Brotherhood that neither the Anderson Board recommendation, nor the Kellock Commission conclusion, are legally binding upon this Board.

Yet, and bearing in mind that operating conditions on the CPR are similar to those on the CNR, it would be most illogical and unreasonable on our part not only to ignore these two reports but even to consider them as having little importance or bearing little effect on the recommendations we are called upon to make on the Company's proposal.

(4) A large portion of the evidence submitted by the Brotherhood dealt with the necessity of retaining helpers on diesels for the purposes (a) of signal passing, (b) of lookout duty, (c) of mechanical assistance and (d) of relief of enginemen.

It should be noted here that the Kellock Commission, in its report (p. 7 to 18), commented quite extensively upon each of those aspects and came to the conclusion that none of these alleged duties could justify the retention of helpers on diesels in yard and freight service.

(5) Be that as it may, can it be said, in the present dispute, that the Brotherhood's evidence on any of the said aspects is such that we should come to a different conclusion?

We do not think so.

(a) The Brotherhood itself, in its final brief (II, chapter 6, p. 28), acknowledges ... that the bulletin issued by the Railway (exhibit K-1) regarding the passing of signals directly to the engineman when switching is being performed is the proper and safest way to relay signals governing a movement."

If this is so—and we fully agree with this statement—we do not believe that a fireman-helper's presence in the cab for "signal passing" is essential, even if there are certain locations across Canada where "giving signals in this manner" is difficult or impractical, if not impossible.

(b) As far as "look-out" duty is concerned, there is nothing in the Brotherhood's evidence that could justify us to conclude that such a duty in freight service should necessarily be carried out by a fireman-helper, or that the ground crew in yard service cannot adequately assume this duty, together with the engineman.

(c) On the "mechanical assistance" aspect, we believe it should be noted here that, whatever may have been the occurrences in the past where firemen-helpers were called upon to assist enginemen for various purposes, such as checking supplies and equipment, patrolling units, resetting protective devices, making repairs when mechanical failures occur (the Kellock Commission having declared that such occurrences had ceased to be of necessity or of sufficient material significance to deduce therefrom that firemen were required for "mechanical assistance"), the Company has issued a bulletin (exhibit K-8) in which it has specifically limited the duties and responsibilities of firemen-helpers on diesels. Surely, under such circumstances, we cannot agree either that the latter are necessarily required for the aforementioned purpose.

(d) Finally, we do not think that the Brotherhood's proof purporting to establish that firemen-helpers are essential for the relief of enginemen differs in any way from the evidence it made on the same point before the Kellock Commission. Such being the case, we also have to put this submission aside.

Consequently, we are of the opinion that the Brotherhood has failed in its endeavour to prove that the four contentions aforementioned are well founded or should be accepted by this Board although they were rejected by the Kellock Commission.

For these reasons, we endorse the following conclusions of the said Board (exhibit G, p. 18), as applying in the present dispute:

"Accordingly, from the standpoint of the contentions put forward on behalf of the Brotherhood, taken individually or considered as a whole, which it contends would be the proper approach, we are of the opinion that firemen are not required on diesel locomotives in either freight or yard service on the Canadian Pacific Railway. Their functions have either totally disappeared, as in the case of the production of power, mechanical assistance and inspection, or are a mere duplication of what is discharged by another or others, as in the case of the lock-out functions performed by the head-end trainman and the enginemen."

(6) As already noted, the Brotherhood further argues in its final brief that firemen-helpers should be retained, in yard and freight service, "as a source of supply of enginemen."

Here again, we have to point out that the Kellock Commission dealt briefly with this problem and mentioned, in its report (exhibit G, p. 22), that the Brotherhood itself did not consider it as "insuperable" insofar as the Railway (CPR) was concerned.

We fail to find in the Brotherhood's evidence before our Board anything that would entitle us to conclude, as the Brotherhood suggests (final brief II, p. 22), that th employment of a helper is the *only* way to learn and obtain the operating skill of an engineman and the *only* way to have men ready to do the job when the enginemen must be replaced.

Whatever may have been the past practices of the Company and the measures and precautions it took, in years gone by, to train firemen-helpers in such a way that it has always found its needed supply of enginemen within their ranks, we cannot agree that other ways and means, just as efficient, could not be found by the Company for this same purpose.

In its final brief (p. 66), the Company suggests such ways and means and shows that it would be most unrealistic for this Board, if it were of the opinion that firemen-helpers are not needed on diesel locomotives, in freight and yard service,

to recommend the retention as such of all the said employees merely under the pretext that they are the *only* source of supply of enginemen.

(7) Notwithstanding the above remarks, and the conclusion we have reached on this proposal, we wish to take note of certain statements made by the Company in its final brief (p. 65 to 68), namely:

(a) That... "at least for the duration of any contract that may result from the present proceedings, the CNR does not propose to remove firemen from diesel locomotives in passenger service".

(b) That, needless to say, firemen will be kept on steam locomotives as long as they are kept in operation.

(c) That it is prepared to accept the recommendations of the Kellock Commission "as to the terms and conditions that should be observed for the purpose of protecting firemen against the consequences of loss of employment and seniority therein" (exhibit G, p. 23 and 24).

Notwithstanding this last offer, we cannot ignore here "the memorandum of understanding" between the Canadian Pacific Railway and the Brotherhood, dated March 13, 1958 that was filed by the Company as exhibit "H". By this "understanding", it was agreed (a) that category I referred to by the Kellock Commission (p. 23), would be "extended to include all firemen with seniority date prior to April 1, 1956"; (b) that category II (p. 23 and 24) would be eliminated; and (c) that category III would read as follows:

Category III—Firemen with seniority date later than March 31, 1956 are laid off and will no longer be employed on diesel locomotives in freight and yard service. Such men, however, will be given preference over new applicants for other employment on the Canadian Pacific Railway. In addition, providing they maintain an employee relationship with Canadian Pacific Railway and meet the necessary qualifications at that time, they will be given preference over new applicants for employment as firemen on locomotives in passenger service when such vacancies occur.

This being so, it seems just and reasonable to us to recommend that the basic date "to protect the firemen against the consequences of loss of employment and seniority" should be February 3, 1958 namely, the date upon which the Company officially notified the Brotherhood of its intention to eliminate the "diesel rule".

Recommendation

We therefore recommend (Mr. Matthews dissenting) that the Company's first proposal re: the "diesel rule" be accepted by the Brotherhood to the extent of amending the said rule so as to relieve the Company of any obligation to employ firemen-helpers

on diesel locomotives in freight and yard service, it being understood that, for the duration of the forthcoming agreements, firemen-helpers will not be removed from diesel locomotives in passenger service nor from steam locomotives in any service; and provided (Mr. Meighen dissenting) that the basic date "to protect the firemen against the consequences of loss of employment and seniority" be February 3, 1958 instead of April 1, 1956 as mentioned in the "memorandum of understanding" filed as exhibit "H".

(2) *The Company's second proposal: "Arbitrariness" (all three agreements)*

This proposal reads as follows:

Eliminate all reference to arbitrary allowances (preparatory time, inspection time, change-off, allowances on locomotives operating through terminals, etc.) and provide that firemen and helpers in all classes of service will be compensated on the actual minute basis for the time that is required of them to perform the necessary duties, such time to be paid for at *pro rata* rates and used to the extent necessary to make up the basic day.

The "arbitrary allowances" above referred to are payments to which firemen are entitled for certain periods of time before commencement and at the end of a shift in yard service and of a trip in road service. These payments are in addition to the payments for the yard shift or the road trip.

The Kellock Commission dealt at length with these "arbitrary allowances" in the case of the Canadian Pacific Railway (exhibit G, p. 26 to 32). The Commission classified them into three kinds, namely for:

- (1) preparatory inspection before the locomotive is taken at the shop track or run-through point for a trip, or the shop track or change-off point in a yard, and for final inspection after its arrival at such points;
- (2) hostling, *i.e.*, for taking the locomotive out of the shop into the shop track, or returning it; and
- (3) when a work train is laid up at any other than a regular roundhouse staffed by maintenance men.

In all three cases, the Commission came to the conclusion that "the provisions in the present agreements (CPR) concerning 'arbitrariness' should be dropped and the agreements amended to provide for payment by the Company (CPR) for the time required for the performance of actual services."

The Company, (CNR), in the present instance, argues that the situation on its Railroad being basically similar to that existing on the Canadian Pacific Railway prior to the May 13, 1958, agreement (exhibit "H"), this Board should follow and

apply the same principle as set forth by the Commission and recommend accordingly.

In this instance, as in the preceding one, there is nothing in the Brotherhood's evidence that could justify us to set aside, or to distinguish, the recommendation made by the Kellock Commission on this issue.

On the other hand, and bearing in mind that the Company's proposal is drafted in such a way that it may cover other "arbitrariness" than those above referred to, we are of the opinion to limit our own recommendation to the aforesaid "arbitrariness".

Recommendation (Mr. Matthews dissenting):

We therefore recommend that the Company's second proposal re: "Arbitrariness" be accepted by the Brotherhood to the extent of the said "arbitrariness" referred to in the Kellock Commission report.

(3) *The Company's third proposal: "Terminal time and minimum day in freight service" (agreements "B" and "C")*

In its brief (p. 12), the Company has withdrawn this proposal. No comments are therefore necessary.

(4) *The Company's fourth proposal: "Terminal delay" (agreements "B" and "C")*

This proposal reads as follows:

Amend all rules in conflict therewith to provide that final terminal time in freight service may be used to the extent necessary to make up the minimum day.

Under agreements "B" and "C", it is presently provided that initial terminal delay in freight service (but not final terminal delay), may be used to the extent necessary to make up a basic day.

The purpose of the Company's proposal is to correct this anomaly. We fully agree with the Company's contention that, under the present rule, . . . "the payment of final terminal delay time, in addition to payment of a minimum day when less than 100 road miles have been run, is a duplicate payment" . . .

Recommendation: (Mr. Matthews dissenting)

We therefore recommend that the Company's fourth proposal re: "Terminal delay" (agreements "B" and "C"), as submitted, be accepted by the Brotherhood.

(5) *The Company's fifth proposal: "Article 3, Rule E" (agreement "A")*

This proposal reads as follows:

Amend article 3, rule E, to provide that the provisions of this rule will not apply to work train service.

The Company's statement, in its brief (I, p. 15, no. 40), that . . . "in practice, article 3, rule E, has not been applied in work train service" . . . and . . . "that the

amendment requested... is solely for the purpose of clarification" has remained unchallenged.

This being the case, we believe there should not be any objection on the Brotherhood's part.

Recommendation

We therefore recommend that the Company's fifth proposal re: "article 3, rule E" (agreement "A"), as submitted, be accepted by the Brotherhood.

(6) *The Company's sixth proposal: "Article 5, Short run rule" (agreement "A")*

This proposal reads as follows:

Regardless of existing schedule rules or practices short trips from a terminal to an outlying point and return, from an outlying point to a terminal and return, or from an intermediate point to another intermediate point and return, on account of engine failure, running for fuel or water, running for wreck car or carmen, or on account of a derailment, when such conditions arise in connection with their own train, will be paid continuous time or mileage. Payment for run-around will not accrue through operation of the terms of this rule.

"Under the existing rules, a fireman who is required to turn around and return to the starting point of a trip is paid a minimum of 100 miles if the total mileage does not exceed 50; if the total mileage run exceeds 50 he is paid 100 miles in the original direction and actual miles run returning to the starting point" (see Company's brief I, p. 16).

Even if the said rules can hardly be justified, especially in a case of emergency, it does not seem to us that we should interfere at this time and thus discriminate between firemen and engineers. The latter benefit by a similar rule under their agreement with the Company in the Western Region.

Recommendation

We do not therefore recommend that the Company's sixth proposal re: "Short run rule" be accepted.

(7) *The Company's seventh proposal: Article 11, Rule H" (agreement "A")*

This proposal reads as follows:

Amend article 11, rule H, to provide that when firemen assigned to work trains can go home for Saturdays and Sundays they will not be paid under the "Tied up Away-From-Terminal Point" rule.

Under article 11, rule H, as it presently reads in agreement "A", a fireman assigned to a work train can only be released from duty without compensation on Sunday and he is entitled to a basic day's compensation any other day that the work train is not used.

Since a five-day work week has now been recognized for the maintenance and construction gangs that are normally assigned

in conjunction with work trains, the above rule appears to be quite illogical and unreasonable. We believe it should be corrected as suggested by the Company, the whole as the Brotherhood has already agreed to do in agreements "B" and "C" and as the Brotherhood of Locomotive Engineers has already done.

Recommendation

We therefore recommend that the Company's seventh proposal re: "article 11, rule "H"" (agreement "A"), as submitted, be accepted by the Brotherhood.

(8) *The Company's eighth proposal: "Article 20, Item 2 (agreement "A")*

This proposal reads as follows:

Amend article 20, Item 2, to provide that firemen will be called for the time required to report for duty and as far as practicable two hours in advance of such time. Calling distance will not exceed two miles from round-house except in cases where men are called by telephone. Where telephone is available, it will be used.

The Brotherhood, in its final brief, states that it... "has no objection to this proposed change".

Recommendation

We therefore recommend that the Company's eighth proposal re: "article 20, Item 2" (agreement "A"), as submitted, be accepted by the Brotherhood.

(9) *The Company's ninth proposal: "The ten consecutive hours issue" (agreements "B" and "C").*

This proposal, which was submitted after the hearing had begun, reads as follows:

Amend article 2B to read ten consecutive hours wherever it now reads nine consecutive hours.

Article 2B of agreement "B" is known as the "short run around service" rule. It reads as follows:

Firemen or Helpers on short turn around passenger runs, no single trip of which exceeds eighty (80) miles, including suburban and branch line service, shall be paid overtime for all time actually on duty, or held for duty, in excess of eight (8) hours (computed on each run from the time required to report for duty to the end of that run) within nine (9) consecutive hours, computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one hour. This rule applies regardless of mileage made. For calculating overtime under this rule the management may designate the initial trip.

There is a similar rule in agreement "C".

As the Company states (II, p. 22), "in actual practice, most of the service affected by this rule is suburban commuter service"... "Naturally, trains in this type of service carry heavy traffic for a period of about two hours in the morning and again

in the late afternoon or evening. In the intervening period of the normal business day suburban commuter traffic is either non-existent or extremely light" . . .

Because of this, this public service necessarily involves the release of train crews from duty for more or less lengthy periods of time during the day. The Company suggests that the employees use their release from duty to their personal advantage. The Brotherhood contends that the release period being at the other end of the road, away from home and family, is of no such advantage.

No evidence was submitted on this issue.

However, a statement made by the Brotherhood in its final brief, to the effect that . . . "the Company agreed to the amendment of this rule from 8 within 10 to 8 within 9 hours in recent years" . . . has not been contradicted.

If this is so, we do not think that we should intervene.

Recommendation

We do not therefore recommend that the Company's ninth proposal re: "the ten consecutive hours issue" be accepted.

III

The Brotherhood's Proposals

The Brotherhood's eighteen proposals, except one, cover all three agreements.

(1) *The Brotherhood's first proposal: "The 18 per cent increase"*

This proposal reads as follows:

Increase basic rates of pay in all classes of service by 18 per cent. All arbitraries, differentials and special allowances to be increased accordingly, effective April 1st, 1958.

Following the findings of a Conciliation Board and a successful application for an increase in freight rates, the Company entered into an agreement with its non-operating employees, who comprise 72.8 per cent of its total labour force, which agreement covered a term of two years and provided for an increase of \$0.04 per hour at the beginning of the term of the agreement on January 1, 1958 an additional 3 per cent on September 1, 1958 and a further 3 per cent on April 1, 1959 all percentage increases being applicable to the rates in effect before the date of the contract.

An increase of \$0.04 per hour represents for firemen and engineers about a 2 per cent increase, and for trainmen, whose rates are somewhat lower, about a 2.3 per cent increase.

Recently, an agreement has been negotiated between the Company and its engineers on the Western Region that provides

for increases under a three-year contract as follows:

2.0%	at the beginning of the term of the contract on May 1, 1958
3.0%	effective February 16, 1959
3.0%	effective September 1, 1959
1.5%	effective May 1, 1960
<hr/>	
9.5%	

The percentage increases are all applicable to rates in effect April 30, 1958.

The Company has also recently reached agreement with its trainmen over the whole system providing for increases under a three-year contract as follows:

2.3%	at the beginning of the term of the contract on June 1, 1958
3.0%	effective February 16, 1959
3.0%	effective September 1, 1959
1.5%	effective June 1, 1960
<hr/>	
9.8%	

The percentage increases are all applicable to rates in effect May 31, 1958.

It is considered that a similar increase for the firemen would be equitable and since almost a year of whatever may be the term of the three forthcoming agreements has already expired, it is felt that a term of three years would be appropriate.

Recommendation

We therefore recommend an increase in basic rates of pay for firemen-helpers in all classes of service of an aggregate of 9.5 per cent, applicable to the rates in effect on March 31, 1958 and distributed over a contract term of three years from April 1, 1958 in a manner similar to that agreed as aforesaid between the Company and its engineers of the Western Region, with 2 per cent effective April 1, 1958 an aggregate of 8 per cent effective not later than August 1, 1959 and the remaining 1.5 per cent effective April 1, 1960.

(2) *The Brotherhood's second proposal: "Graduated rates of pay beyond 1,000,000 pounds on drivers"*

This proposal reads as follows:

Extend the graduated rates of pay for locomotive helpers (engineers where applicable) beyond 1,000,000 lbs. on drivers.

Agreement "A" presently provides a graduated wage scale based on "weight on drivers" of locomotives up to 500,000 lbs. and agreements "B" and "C" foresee such a graduated scale up to 1,000,000 lbs. "weight on drivers".

It appears to be admitted by all concerned that it is since about 1917 that . . . "the wage tables of engineers and firemen have been arranged in graduated scales based on weight of the locomotive on its driving wheels."

The Company contends however that this is . . . "a carryover from the days when

hand-fired steam locomotives were in universal use", the whole because..." larger boilers and fire boxes required increased coal consumption and consequently increased effort on the part of the fireman stoking them. "But, the Company adds, "since the fire box disappeared with the advent of the diesel locomotive, the weight on drivers tables are an anachronism in wage determination."

Be that as it may, the Company has not submitted a formal proposal to correct the situation it thus describes or to suggest a new wage determination arrangement.

Bearing in mind that the reasons that may have existed in the past to limit the graduated wage scale in the Western Region to 500,000 lbs. "weight on drivers" have ceased to exist and that the CPR has a uniform graduated scale across Canada, we believe that the Brotherhood's present proposal is reasonable inasmuch as it tends to correct the Western Region situation and is limited to "1,000,000 lbs. and over".

Recommendation

We therefore recommend that the Company agree to a uniform graduated scale, limited to "1,000,000 lbs. and over", in all three agreements.

(3) The Brotherhood's third proposal: "The Health and Welfare Increases"

This proposal reads as follows:

The \$4.25 a month presently paid in lieu of a Health and Welfare Plan shall be increased to \$8.50 a month.

In January 1957, the unions representing the non-operating employees and the Company agreed upon a health and welfare plan known as the "Non-Operating Employee Benefit Plan". This plan required equal contributions of \$4.25 per month by employee and employer.

The running trades, including the Brotherhood, were not parties to the said agreement. In lieu thereof, they accepted, effective January 1, 1957 cash allowances of, or equivalent to \$4.25 per employee.

The Company's contribution to the "Non-Operating Employee Benefit Plan" has recently been increased from \$4.25 to \$4.87.

Recommendation

We therefore recommend that the Company accept the Brotherhood's proposal to the extent of an increase from \$4.25 to \$4.87.

(4) The Brotherhood's fourth proposal: "The Deadheading Issue".

This proposal, as originally submitted, reads as follows:

Employees deadheading on Company's orders shall be paid the same mileage and rate of pay to the crew handling the train on which the deadheading is done.

This proposal gave rise to lengthy discussions between the parties.

As explained by the Brotherhood in its special brief filed on June 23, "deadheading is a term used to describe travel as a passenger by a railway employee in the course of his employment."

Under the three agreements now in force, such an employee is paid a wage that varies according to the region where the deadheading occurs.

For instance,—and we quote here the Company's brief (II, p. 27, no. 79),... "when a fireman is deadheaded 100 miles or less, he generally receives payment of \$11.07 (the minimum passenger rate) on Western Region; on Atlantic and Central Regions and Newfoundland District, he receives \$11.07 (the minimum passenger rate) when deadheaded on a freight train. In all cases, where the mileage deadheaded exceeds 100 miles the compensation paid is increased to cover actual miles travelled or hours spent in doing so, whichever produces greater compensation"...

The Brotherhood, respectively on June 23 and October 10, submitted two amendments to its original proposal, the last of which appears to us to be quite logical and reasonable.

The Brotherhood has suggested that the Company agree to a uniform "deadheading rule" across Canada and accept that the said rule as it now reads in agreements "B" and "C" be incorporated in agreement "A".

We fully realize, as the Company contends in its brief (II, p. 29 A, no. 83c), that "each agreement contains many rules that may now appear to the Brotherhood more desirable than comparable rules in one of the other agreements...", but we do not think that... "it would be palpably inequitable if one party were permitted to "hand-pick" the more favourable rules from each agreement for the simple reason that they are more favourable to that party"...

There are instances however,—and this is one of them in our opinion,—where an effort should be made to eliminate "distinctions" which have become manifestly unjustified. The principle of "uniformity" has been followed by this Board in some of its previous recommendations and it believes it should also be followed here.

Recommendation (Mr. Meighen dissenting):

We therefore recommend that the Company agree that the "deadheading rule" as it now reads in agreements "B" and "C" be incorporated in agreement "A".

(5) *The Brotherhood's fifth proposal: "Statutory holidays"*

This proposal, as amended, reads as follows:

All regularly assigned employees shall receive one day's pay for each statutory holiday hereafter specified, provided it does not fall on their assigned day off or during their vacation with pay period. When an assignment is cancelled on such holiday, the day's pay mentioned above shall be at the rate of pay for the class of engine and service for the last trip or tour of duty. If required to work on any such specified holiday, they shall receive pay for work performed in accordance with schedule provisions in addition to the day's pay as specified above.

Unassigned men, such as pool or spareboard men, will not receive pay for a statutory holiday not worked but if called for service will be paid compensation in accordance with the schedule rules for the work performed, plus the day's pay specified above.

Any employee whose assignment requires him to work on a specified holiday and who fails to fulfil his assignment, shall not receive any pay on account of such holiday.

Work done on an assignment between 12:00 midnight and 11:59 p.m., both inclusive, on a specified holiday, shall be considered as work on the holiday. The statutory holidays referred to are:

New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day,

Provided that when any of the above holidays fall on a Sunday, the day observed, either nationally or locally, shall be considered a statutory holiday.

This proposal goes much further than the one the Brotherhood originally proposed. Moreover, and as admitted by W. E. Gamble, on October 10, 1958 (see Vol. 18, p. 2218), it is drafted in such a way that it even exceeds the Brotherhood's wishes.

Bearing in mind that the CPR employees in yard and hostling service are presently enjoying six statutory holidays, that is, those enumerated in the Brotherhood's proposal, except Victoria Day, we are of the opinion that it would only be reasonable to apply the same policy to the CNR employees.

As we stated on a number of occasions during the hearing, it is not our intention to draft any specific article or clause pertaining to the issues submitted and we leave it to the parties hereto, if they accept our recommendation, to adopt such text as may seem appropriate.

Recommendation

We therefore recommend that the parties hereto undertake to draft a clause or article in their agreements to the effect that all employees in yard and hostling service will be entitled to six of the seven statutory holidays (except Victoria Day) referred to in the Brotherhood's proposal.

(6) *The Brotherhood's sixth proposal: "Special allowance for diesel units en route"*

On October 10, 1958 the Brotherhood withdrew this proposal whereby it requested a special allowance "to pick up or set off diesel units",... "provided that adding the extra unit results in the wage scale being increased", the whole in accordance with its second proposal re: "graduated pay scales".

As we have deemed it advisable to recommend to the Company to accept part of the said second proposal, we do not think we should go any further on the present proposal.

Recommendation

We do not therefore recommend that the Brotherhood's sixth proposal re: "special allowance for diesel units en route" be accepted by the Company, provided the latter accept our recommendation under the Brotherhood's second proposal.

(7) *The Brotherhood's seventh proposal: "Special allowance for switching en route"*

This proposal reads as follows:

Employees who are required to switch en route, between terminals and junction points, will be paid for all time so occupied in addition to all other compensation for the trip. Payment is to be also made covering all time held at junctions or meeting points.

Under the existing rules, a train crew that is normally paid the through freight rates becomes entitled to a higher way freight rate whenever a specified number of stops are made for switching, picking up or setting off cars, loading or unloading.

The purpose of the Brotherhood's proposal is therefore to enable firemen-helpers to obtain an additional compensation over and above the one aforesaid.

We do not believe that the reasons brought forward by the Brotherhood to justify such an increase have anything to do with the alleged "abuses" it wishes to prevent or correct; nor have they anything to do with the possible loss or deterioration of the incentive to "get over the road".

Recommendation

We do not therefore recommend that the Brotherhood's seventh proposal re: "special allowance for switching en route" be accepted by the Company.

(8) *The Brotherhood's eighth proposal: "Special allowance for steam generator cars"*

Originally, this proposal read as follows:

(a) Employees will be paid one dollar (\$1.00) per hundred miles in addition to the basic daily rate when required to assume any responsibility in connection with steam generator cars.

(b) If such car is not attached to the locomotive, or is inaccessible from the locomotive, for any reason when a train is in motion, a helper will be employed, in addition to the helper on the locomotive, to care for and be responsible for the operation of the steam generator car.

On October 10, 1958 the Brotherhood, without admitting all of the Company's contentions, withdrew paragraph (a) of the above proposal and amended its request under paragraph (b) to the extent . . . "that if an attendant is used for such equipment, he will be taken from the ranks of locomotive firemen-helpers."

Following this amendment, the Company, on November 14, took the stand . . . "that at no time in the future does the Company intend employing a man on such equipment" . . . (see Brief II, p. 37A).

Under the circumstances, we do not believe we should intervene.

Recommendation

We do not therefore recommend that the Brotherhood's eighth proposal re: "special allowance for steam generator cars", as amended, be accepted by the Company.

(9) *The Brotherhood's ninth proposal: "Minimum day"*.

This proposal reads as follows:

Amend the existing agreements to provide for the following:

- (a) one hundred miles or less, six hours or less, to constitute a day in freight service.
- (b) one hundred miles or less, four hours or less, to constitute a day in passenger service.

The foregoing proposed changes will set the minimum hourly mileage for passenger service at 25 miles per hour and for freight service at 16½ miles per hour.

Under the existing rule, (1) a basic day in freight service is 100 miles or less, 8 hours or less; thus, if a crew covers 100 road miles or less, in 8 hours or less, it receives payment of a basic day of 100 miles; if the run takes more than 8 hours, it is then paid on the basis of 12½ miles per hour and overtime accrues after 8 hours; this overtime is paid at the rate of time-and-one-half under agreements "B" and "C" and *pro rata* under agreement "A"; (2) a basic day in passenger service is 100 miles or less, five hours or less: thus if a crew covers 100 miles or less, in 5 hours or less, it receives payment of a basic day of 100 miles, if the run takes more than 5 hours, it is then paid 100 miles for the first 5 hours, plus 20 miles per hour for the balance of the time consumed; overtime, payable at *pro rata* under the three agreements, accrues only when the hourly rate exceeds the actual miles.

As mentioned in the last paragraph of the Brotherhood's proposal, "the proposed changes will set the minimum hourly mileage for passenger service at 25 miles per hour and for freight service at 16½ miles per hour."

The Brotherhood, both in its first brief (p. 34 and following) and in its special brief (June 23, 1958) submits that the aforesaid changes will merely compensate the firemen-helpers, to some extent, because the latter have not benefited from the general decrease in working hours that has taken place in recent years in industry throughout Canada and of the conversion wage increase of 20 per cent that has usually accompanied such decrease in order to maintain the workers' take home pay.

It further contends that "as far as road mileage is concerned, the shorter day would make very little difference as, with few exceptions, passenger trains average in excess of 25 miles an hour and freight trains in excess of 16½ miles an hour. The gains to the employees would be in computing the time allowances in the terminals" (see special brief, p. 2).

As it appears from the above remarks, the Brotherhood is here seeking an additional wage increase.

In view of the general increase already recommended, we are of the opinion that the present proposal should be set aside.

Recommendation

We do not therefore recommend that the Brotherhood's ninth proposal re: "minimum day" be accepted by the Company.

(10) *The Brotherhood's tenth proposal: "The Monthly guarantee"*.

This proposal reads as follows:

A guarantee of 3,200 miles for freight and 4,000 miles for passenger service per month for all regularly assigned road employees, and a guarantee of five days for each week for all regularly assigned yard employees, who are home stationed at out post terminals; with the understanding that the Company will furnish suitable sleeping accommodation free of charge.

The only monthly guarantee in respect of firemen in the present agreements is found in article 6 of agreement "A". This provision requires the Company, in the Western Region, to make up any deficiency to firemen on assigned runs where mileage falls below 2,600 miles.

According to the Brotherhood's proposal, this provision would disappear and be replaced by the following:

(a) On all three regions, regularly assigned road employees who are home stationed at out post terminals will be entitled to a guarantee of 3,200 miles for freight service and 4,000 miles for passenger service;

(b) On all three regions, regularly assigned yard employees who are home stationed at out post terminals will be entitled to a guarantee of 5 days a week;

(c) In all such instances, the Company will furnish suitable sleeping accommodation, free of charge.

In his evidence (June 24, 1958 Vol. 4, p. 572 and following), W. E. Gamble explained... "that the mileage set forth in our proposal... is the minimum mileage in the mileage regulations." He admitted that those regulations are not presently guaranteed but that they are adjusted at the home terminal through the available supply of spare men. On the other hand, he mentioned that... "at an outpost terminal there are no spare board men available, and assignments are sometimes made where the minimum mileage cannot be attained by the crews manning the runs"...

Dealing with the first part of his proposal, the Company, in its brief (II, p. 41), states that the 2,600 miles referred to in article 6 of agreement "A" is... "the equivalent of 26 basic days of 100 miles each." It adds that... "this guarantee has but a limited application"... as... "it applies to a relatively small number of men in relatively few road service assignments." It then goes on to say that... "it is opposed to the extension of the existing guarantee on the basis that management should not be required to provide a full month's work to be done."

It is easy to see that the Brotherhood's proposal on this point goes much further than the existing Western Region "monthly guarantee", even though it is restricting same to assigned road employees who are home stationed at outpost terminals.

We do not feel it would be reasonable, whatever be the difficulties or extra expenses involved in this type of road service, to impose upon the Company the obligation and burden of paying a monthly wage based on either 3,200 or 4,000 miles when the employees concerned may be very far off such a mark, the whole because of circumstances definitely beyond any one's control.

Insofar as the guarantee of five days each week for yard employees regularly assigned at outpost terminals is concerned, we are of the opinion, as the Company contends in its brief (II, p. 42), that such a guarantee would defeat the purpose of the rule now found in agreements "A", "B" and "C" whereby "a fireman or helper holding a regular assignment in yard service, whose assignment is cancelled on one of his assigned work days, may be permitted to work a shift in yard or hosting service

on one of his assigned rest days, providing the fireman or helper signifies his desire to do so"...

Referring finally to the "sleeping accommodation" issue, we believe that the Company, wherever practicable and reasonably convenient, should furnish suitable sleeping accommodation, free of charge, to all its employees who are home stationed at outpost terminals.

Recommendation

We do not therefore recommend that the Brotherhood's tenth proposal re: "the monthly guarantee" be accepted by the Company, except that the Company should, wherever practicable and reasonably convenient, furnish suitable sleeping accommodation, free of charge, to all its employees who are home stationed at outpost terminals.

(11) The Brotherhood's eleventh proposal: "Vacation With Pay".

The Brotherhood has submitted four distinct proposals under this heading.

The Company, in its final submission (see brief II, p. 44M and following), has offered, on this subject-matter, an identical clause to the one it has agreed to with the Trainmen's Organization and the Engineers (Western Region).

We have been informed that the Brotherhood is ready to accept the said offer.

Recommendation

We therefore recommend that the "vacation with pay" clause to be included in the forthcoming agreements be identical to the one contained in the agreement between the Company and the Trainmen's Organization and the Engineers (Western Division), the said clause being reproduced on pages 44M, 44N and 44-O of the Company's brief II.

(12) The Brotherhood's twelfth proposal: "Helper on Budd Cars".

This proposal reads as follows:

A helper taken from the ranks of locomotive firemen (helpers) will be employed on Budd cars, or other self-propelled cars, weighing 90,000 lbs. or over on driving wheels, or when operated in multiple.

Under the so-called "diesel rule" the term "locomotive" does not include... (b) "electric car service, operated in single or multiple units" and (c) "gasoline, diesel-electric, gas-electric, oil-electric, or other rail motor cars that are self-propelled units (sometimes handling additional cars) but distinguished from locomotives in having facilities for revenue lading or passengers in the motor car, except that rail motor cars installed subsequent to date of this agreement weighing more than 90,000 pounds on drivers,

shall be a subject for negotiation between the Railway and the Brotherhood of Locomotive Firemen and Enginemen as to whether such units shall be classified as locomotives."

Consequently, under the said rule, the Company was free to dispense with the services of a helper on Budd cars or other self-propelled cars weighing less than 90,000 pounds on driving wheels. It was also at liberty to do so in the case of rail motor cars installed after the date of the above rule and weighing more than 90,000 pounds on driving wheels. In this last instance, however, and such is the purpose of the exception to the rule above underlined, the door was then left open for further negotiations as to whether these units should be classified, or not, as "locomotives". If they were to be, the Company would evidently have been compelled, under the "diesel rule", to employ on them "a fireman or helper taken from the seniority ranks of the firemen".

It is quite evident that the purpose of the Brotherhood's present proposal is to extend the "diesel rule" to this last type of unit.

The Brotherhood, in its brief submitted on August 11, 1958 (Vol. 6, p. 790 and following), contends that... "many hazards confront the Budd car operations even under the best of conditions"... and that... "this is increased greatly by one man operation, that is, without a helper"...

It further adds: "... "It is very difficult for the operator to see traffic that may be approaching from the left side..." "Besides, the necessity of having a helper to assist in observation, it is necessary, in the interests of safety to have a helper to assist the engineer in the observance of train orders, operating rules and to guard against the train running uncontrolled if the engineer should be stricken with illness or become drowsy"...

In support thereof, the Brotherhood filed a study made of "one man operation of high-speed diesel passenger railway cars" by Robert S. Schwab of the Harvard Medical School. We will quote here part of Dr. Schwab's recommendations (p. 90): "... It was felt, and so recommended to the railroad, that in view of the stresses that produced fatigue because of the seven factors mentioned above, it was not wise to have elderly men, even though they were up to the usual physical standards of their age, in charge of such high-speed trains *alone*. It was recommended that engineers be retired after the age of 65, or in high-speed trips that last more than an hour, a co-engineer be present in the cab at all times. It would seem also that a number of electronic, mechanical, and optical aids could be worked out in the future that would make the responsibility of the driver of such high-speed trains less dependent on his own sensory systems..."

In its aforesaid brief, the Brotherhood also mentions that it... "has entered into agreements with most U.S.A. Railroads for the employment of helpers on these cars if the total weight on the driving wheels exceeds 90,000 pounds..."

The Company, in its answer (Brief II, p. 45 and following), states that... "experience shows that neither safety nor efficiency require the services of a helper on these operations" and that it... "considers this proposal as pure "featherbedding"..."

It then goes on to say: "... To support its proposal the Brotherhood has filed a copy of a study of a trip made on U.S. railroad by a railroad engineer, aged 74, driving a high-speed diesel passenger car over a distance of 200 miles with intervals between stops as long as 50 to 60 minutes. This so-called study deals with a situation which is entirely different from that obtaining in Canada. Enginemen on Canadian National Railways are retired when they reach the age of 65. They are taken out of engine service before retirement age when their physical condition does not meet the standards set by the Board of Transport Commissioners. They are subjected to periodical medical examinations and to continue in service must be found entirely satisfactory as regards, particularly, vision, colour sense and hearing."

The longest distance in Budd car operation over the Company's lines is 232 miles (Edmonton-Calgary). In this operation the engineman who has started the trip is relieved by another engineman when he has reached a point 101.5 miles from Edmonton. The next longest Budd car operation is the Quebec-Chicoutimi run, a distance of 227 miles. In this run as many as 70 stops may be made, the maximum distance between such stops being 9.6 miles. Typical assignments involve much lesser distances. The Company has no problem arising from the fact that Budd cars are driven by one man alone at the controls. It should be noted that heating of these cars is completely automatic and requires no attention from the enginemen..."

As far as the evidence is concerned, we find it most contradictory, and we refer here especially to the evidence of Hector Beaudoin, a retired CPR engineer called by the Brotherhood (Vol. 12, p. 1517 to 1567 and Vol. 3, p. 1569 to 1609) and of Norman H. Liscum, a CNR engineer called by the Company (Vol. 24, p. 2855 to 2882).

Before making any type of recommendation on the present issue, we believe it in order to note here two other aspects that were submitted by the Company (see Brief II, p. 45B):

(a) Under section 290 (1) (i) of the Railways Act, the Board of Transport Commissioners has power to make orders and regulations... "designating the number of men employed upon trains, with a view to the safety of the public and employees"...

(b) A proposal similar to the one presently under study was made by the Brotherhood to the CPR in 1956. It was

referred to the Board of Conciliation presided by His Honour Judge J. C. Anderson who, on December 17 of the same year, found and recommended as follows:

...The union failed to produce any really strong evidence to support their contention that a fireman or helper was needed to assist the engineer on "Budd" cars. The Company's submission showed that "Budd" cars were introduced to meet the present passenger problem and were providing a service to the public and work for Railway employees that would not be possible if the cost of ordinary train operation had to be met.

The Union's main contention had to do with their submission that for safety reasons a helper was needed to assist the engineer on "Budd" cars. No evidence was produced by the Union that would show that because "Budd" cars were run without a helper their safe operation was suffering thereby. In any event, if at any time the Brotherhood or other interested members of the public are able to establish that in the interests of safety an additional man should be employed with the engineer on "Budd" cars, the Board of Transport Commissioners has power to adequately deal with the matter so that the public and the employees can be fully safeguarded in that respect.

For these reasons the Board's view is that the present rule with relation to the operation of "Budd" cars should not be changed.

Following this recommendation, the matter was not pressed any further by the Brotherhood.

This being so, and bearing in mind that it would require a much more complete investigation than the one we have made to express a definite and motivated opinion on the present issue (whatever be the situation in the U.S.A.), we believe it in order to recommend that the "status quo" be maintained.

Recommendation (Mr. Matthews dissenting):

We do not therefore recommend that the Brotherhood's twelfth proposal re: "helper on Budd cars", be accepted by the Company.

(13) *The Brotherhood's thirteenth proposal: "The Book Rest Rule"*.

This proposal reads as follows:

All rules, permitting the employee to book rest after twelve hours on duty, shall be amended to read "ten hours" instead of "twelve hours".

All three collective agreements now in force permit firemen-helpers to book rest after 12 hours in both yard and road service. However, in respect of road service, they must give the despatcher at least one hour's notice of their desire to do so. In all cases, and both parties agree on this point, the firemen-helpers are sole judges of their condition and it is completely left to them to decide whether or not they should thus book rest after 12 hours.

It seems—and Mr. Gamble's evidence (September 3, Vol. 12, p. 1496) to that effect has not been contradicted—that the aforesaid rule (if it may be referred to as a rule) was adopted in 1920. It has never been changed since.

We will not enumerate here the various arguments that have been submitted by both parties, either in favour or against this proposal. We note however that some of these arguments were based on certain facts that were not admitted and that neither party deemed advisable to establish by proper evidence.

Be that as it may, and even if it is true that there are fewer occurrences than ever where firemen-helpers may be called upon to be, or remain, on duty in excess of 10 hours in succession, we believe it is only reasonable, in such cases, that they be given the liberty and opportunity of booking rest after this number of hours, instead of having to wait a lapse of twelve hours.

Recommendation (Mr. Meighen dissenting):

We therefore recommend that the Brotherhood's thirteenth proposal re: "the book rest rule", as drafted and submitted, be agreed to by the Company.

(14) *The Brotherhood's fourteenth proposal: "The Picket Line Rule"*.

This proposal reads as follows:

Add new rule to existing agreements to provide that employees represented by the B. of L.F. and E. will not be required to pass through any picket line that may be established by a nationally recognized labour organization.

The Brotherhood has not submitted any evidence on this proposal.

W. E. Gamble, in his general explanation (June 18, Vol. II, p. 209), made the following statement: "...That rule arises from the past few years. We have been having increasing amounts of difficulties due to our members declining to place themselves and their families in a hazardous position—a position where they may be retaliated against by passing through picket lines where there is a strike in progress in the plant services... We have been accused in some cases of violating a contract because men didn't ask to come to the picket lines (?). We don't think it's a condition of employment, there is nothing in our contract that requires us to work under such conditions. We want that as a rule, that passing through a picket line is not a condition of our employment..."

At later dates, on one or two occasions, Mr. Desaulniers mentioned that he would deal with this issue in his final brief and that the Brotherhood had no evidence to bring forward.

In its final brief, the Brotherhood contends that... "employees should be free to decide if they will cross a picket line"... This may be so in certain instances, but we do not think it can justify a recommendation along the very broad lines suggested by the Brotherhood in its proposal.

Recommendation

We do not therefore recommend that the Brotherhood's fourteenth proposal re: "the picket line rule" be accepted by the Company.

(15) *The Brotherhood's fifteenth proposal: "The Extra Day Each Month Rule"*.

This proposal reads as follows:

Applicable to Canadian National—Five-Day Week Agreements.

(a) The rules permitting an extra day each month in yard and hostling service be abolished and equivalent adjustment be made in the daily rate exclusive of the request for general increase of basic wage rates.

(b) Spare board firemen be permitted to accumulate 11 straight time shifts in yard or hostling service in a semi-monthly period instead of a limit of five days each week.

In a brief submitted June 24, 1958 the Brotherhood, insofar as paragraph (a) is concerned, referred us to the unanimous report of a Board of Conciliation, dated March 17, 1955 dealing with the "five-day work week" in yard and hostling service.

The said Board recommended the adoption of the "five-day work week" in the aforesaid service and a 20 per cent increase over the rates in effect prior to April 1, 1952, although... "it is realized that acceptance of this recommendation will result in the employees failing to receive fully the same take-home pay for a five-day week that they have been receiving for a six-day week"... (see last paragraph of the said report as quoted by the Brotherhood in its aforementioned brief). Accordingly, and we quote again this same report, "as some compensation for this lack, the Board would recommend that regularly assigned Firemen should be permitted to work one extra day per month at straight time, such extra day's work to be arranged between the various locomotive foremen and local chairmen."

Both parties hereto then accepted the above unanimous recommendations and signed an agreement to the aforesaid effect in April 1955.

The Brotherhood, in its brief, states: "Our proposal contemplates recapture of the loss resulting from our acceptance of the recommendations of this Board." In his comments (June 18, Vol. II, p. 214),

W. E. Gamble mentioned that the "equivalent adjustment" sought by the Brotherhood would increase the basic rates by 2½ per cent.

The Company, in its own brief (II, p. 50), denies this statement and submits that such adjustment represents an increase of almost 5 per cent.

We do not believe that we should modify now a "compensation" that was deemed appropriate in 1955 and that was then acquiesced in by both parties.

As to paragraph (b) of the above proposal, we note that the Company "is prepared to adopt the change requested... on the distinct understanding that the change does not apply to diesel yard service" (see Brief II, p. 50).

Recommendation

We do not therefore recommend that the Brotherhood's fifteenth proposal re: "the extra day each month rule", as submitted, be accepted by the Company, but we do recommend that paragraph (b) thereof be accepted on the distinct understanding that the change involved will not apply to diesel yard service.

(16) *The Brotherhood's sixteenth proposal: "The More Favourable Rule"*.

This proposal reads as follows:

With reference to the above proposals, any rule in a current agreement that is more favourable to the employees shall be maintained.

This proposal does not call for any recommendation by the Board.

(17) *The Brotherhood's seventeenth proposal: "Promotion to Engineer"*.

This proposal reads as follows:

To qualify for promotion to engineer, a fireman-helper must have at least three years experience as a fireman or helper, at least eighteen months of which must be in road freight or way-freight service, at least six months in passenger service and at least six months in yard service.

The three agreements now in force (article 28 in agreement "A" and article 38 in agreements "B" and "C") provide that "firemen shall be examined for promotion according to seniority on the firemen's roster, and those passing the required examination shall be given certificate of qualifications, and when promoted shall hold their same relative standing in the service to which assigned."

It should be noted here that the Brotherhood does not ask that this provision be deleted. Its request is that the text of its proposal be added to the said existing provision.

The Brotherhood, in its brief on this issue, contends that... "promotion of a fireman with less practical experience than

that set forth in the services mentioned in the proposal would seriously affect the efficient operation of trains" . . .

We cannot lose sight of the fact that the Board of Transport Commissioners for Canada, under its general order No. 236, has set the following requirements to become engineers:

Locomotive engineers must be at least 21 years of age, undergo a satisfactory eye and ear test by a competent examiner, and pass an examination on train rules and regulations and the proper care and operation of locomotives and air brakes.

So long as the Board of Transport Commissioners has not amended this general order No. 236 and is satisfied that the requirements therein set forth are sufficient to meet all exigencies and to protect adequately the train crews and the public, we do not believe that we should intervene.

Recommendation

We do not therefore recommend that the Brotherhood's seventeenth proposal re: "promotion to engineers" be accepted by the Company.

(18) *The Brotherhood's eighteenth proposal: "Mileage regulations" (agreements "A" and "B" only).*

By this proposal, the Brotherhood is suggesting various amendments to articles 29 and 39 of agreements "A" and "B" respectively.

These two articles, as they now read, are known as the "mileage regulations". Such "mileage regulations" can also be found in the collective agreements between the Brotherhood of Locomotive Engineers and the Company.

As a matter of fact, and without going too far back, these "mileage regulations" were part of a dispute that arose in 1932 between the two Brotherhoods and the Company. This dispute was eventually settled with the help of a Board of Conciliation presided over by A. Courtney Kingstone.

As explained by the Company (Brief II, p. 55 & 56),

. . . the present rules in the various agreements with Locomotive Engineers and Locomotive Firemen insofar as promotion and demotion are concerned are similar in application and were designed for the free movement between these two groups to take care of fluctuations in available work. The principal governing factor is the average mileage made by pool and spare board engineers at specified checking periods, usually the tenth, twentieth and last day of each month; on the Western Region checks are made every seven days. Under the engineers' agreements firemen are promoted to engineers when the average mileage being earned by engineers exceeds 3,800 miles per month; under both the engineers' and firemen's agreements engineers are demoted to firemen when the average mileage being earned by engineers is less than 2,900 miles per month.

The current agreements governing locomotive engineers provide that a sufficient number of engineers will be assigned to keep the mileage (or equivalent thereof) within the following limitations, wherever it is practicable to do so;

1. Assigned passenger service—4,000 to 4,800 miles per month.
2. Assigned service paying freight rates—3,200 to 3,800 miles per month.
3. Assigned yard or transfer service—a maximum of the equivalent of 3,800 miles per month.
4. Spare Board—2,900 to 3,800 per month.

The agreements with the engineers provide moreover that engineers shall be demoted to firemen when they are earning less than the following 4,000 miles per month in assigned passenger service, 3,200 miles per month in assigned service paying freight rates and 2,900 miles per month on spare board. They provide also that demoted engineers will be returned to service as engineers as soon as it can be shown that engineers in assigned passenger service average 4,800 miles per month or that engineers in assigned service paying freight rates or on the spare board average 3,800 miles per month.

It is quite evident that the amendments suggested by the Brotherhood, if adopted, will affect the "mileage regulations" that are part of the collective agreements between the Company and the B. of L.E.

Although we do not hesitate to recognize that the Brotherhood has the undisputed right to negotiate "the conditions of labour" of all employees they legally represent, we are now faced with the typical example of a case where, because of the close working relations between the firemen, helpers and the engineers, a conflict of jurisdiction and of the respective contractual rights of each group will necessarily follow, thus leaving the Company in the impossible situation of having to violate one agreement in order to comply with another.

Under the circumstances, and bearing in mind that the "mileage regulations" now in force were adopted following negotiations (and conciliation) between the two Brotherhoods involved and the Company, we are of the opinion that the same procedure should again be followed.

We believe it would be most unfair on our part to rule on the Brotherhood's proposal without having heard the B. of L.E.'s point of view.

Furthermore, the Brotherhood, in its supplementary brief submitted on October 10, 1958, in support of its present proposal, has made factual statements that are denied by the Company (see Brief II, p. 58 and following). Even assuming that we could deal with such facts where the engineers are directly involved—and we do not think we have such a right—we would be at a loss, because of the lack of pertinent evidence, to determine whether or not the existing collective agreements have been violated or not.

Recommendation (Mr. Matthews dissenting):

We do not therefore recommend that the Brotherhood's eighteenth proposal re: "mileage regulations" be accepted by the Company.

The whole respectfully submitted,
March 14th, 1959.

(Sgd.) ANDRÉ MONTPETIT,
Chairman.

(Sgd.) A. E. MATTHEWS,
Member.

(Sgd.) T. R. MEIGHEN,
Member.

Re: Montmorency Subdivision

On September 18, 1958, the Board of Conciliation that you seized of the dispute between the above parties concerning the renewal of their three labour agreements across Canada, was invited by you to hear, and dispose of, another dispute between them pertaining to their agreement on the Montmorency Subdivision.

This subdivision runs from Quebec City to St. Joachim. It has a length of 25.1 miles. Its services consist of through passenger and electric car suburban passenger service, as well as some freight and yard service. Motormen and trolley men are employed for the electric car service and engineers and firemen are employed for the freight and yard service.

It should be noted here that the Company intends to discontinue its commuter service on the said subdivision as of March 16, 1959 the whole under an authorization to that effect that it has recently obtained from the Board of Transport Commissioners for Canada.

A larger number of cases were filed with the United States National Labor Relations Board in 1958 than ever before, and more cases were closed than in any year since 1953, the annual report of the Board shows. During the year, for the first time since 1941, the number of charges of unfair labour practices—the largest ever—exceeded the number of petitions for representation elections.

Of the representation elections held, labour organizations won a smaller proportion than ever before. In 1958 they won the support of the majority in 61 per cent of the elections, compared with 62 per cent in 1957, 65 per cent in 1956, and 68 per cent in 1955. For the first time in four years, more than 50 per cent of all elections involved fewer than 30 employees.

Consequently, after that date, there will remain on the said subdivision only four freight assignments and the regular passenger train to and from Murray Bay.

The Brotherhood has submitted eighteen proposals. With the exception of items one and seventeen thereof, these proposals are identical to those that are referred to in our report of this day on the three labour agreements across Canada.

The Company has submitted two proposals, the first of which pertains to the elimination of the diesel rule.

It would serve no useful purpose to discuss all the said proposals once again.

Recommendation

We therefore recommend:

(a) that the Company's first proposal be accepted by the Brotherhood, the whole as per the recommendation we have made in our main report;

(b) that the Company's second proposal be set aside;

(c) that the Brotherhood's first and seventeenth proposals be set aside;

(d) that the recommendations that we have made in our main report on the Brotherhood's proposals, inasmuch as applicable, be followed on the Montmorency Subdivision;

but (e) that the forthcoming agreement on the said subdivision be limited to a period of one year.

The whole respectfully submitted.

Montreal, March 14, 1959.

(Sgd.) ANDRÉ MONTPETIT,
Chairman.

(Sgd.) A. E. MATTHEWS,
Member.

(Sgd.) T. R. MEIGHEN,
Member.

Fewer elections were conducted than in the preceding two years: in the 1958 fiscal year, 4,524 elections were held; in 1957, 4,888, and in 1956, 5,094. A greater proportion of the elections were conducted only after contested hearings and on the orders of the Board.

The 9,260 charges of unfair labour practices filed with the Board represented an increase of 68 per cent over the 5,506 filed in the preceding year, 1957. Charges filed against employers during 1958 numbered 6,068, an increase of 66 per cent over the 3,655 filed in 1957; 3,192 charges were made against labour organizations, an increase of 72 per cent over the 1,851 filed in 1957.

LABOUR LAW

Legal Decisions Affecting Labour

Court of Queen's Bench of Manitoba quashes order of province's Labour Board and strikes from another order part considered to be beyond Board's jurisdiction. County Court in B.C. finds lockout notice ambiguous and therefore is invalid

The Court of Queen's Bench of Manitoba quashed an order of the Manitoba Labour Board as having been issued without the required notice to all parties concerned, and struck from another order a part considered to be beyond the Board's jurisdiction in that it gave special leave for a second application for certification in less than six months, contrary to the Rules of Board Practice.

In British Columbia, a County Court, upholding a magistrate's decision, found a lockout notice ambiguous and therefore invalid.

Court of Queen's Bench of Manitoba . . .

. . . rules that Labour Board must give notice to all parties before reconsidering own decision

On November 20, 1958, the Queen's Bench Court of Manitoba, in an action brought by a taxicab company against the Manitoba Labour Board, held that, when the Board decides of its own motion to reconsider a decision made by it, notice must be given to all affected parties, unless the Board is exempted specifically by a statute from the requirement of giving such notice.

Further, the Court held that the Board is bound by the Rules of Board Practice in spite of the provision contained in the Rules that "every case will be considered in the light of its particular circumstances".

The Court also ruled that, when an order of the Board contains two parts which are not directly linked together, the part which was made without jurisdiction may be quashed without affecting the validity of the other part.

Mr. Justice Freedman in his reasons for judgment related the following circumstances of the dispute.

On July 15, 1958, General Drivers, Warehousemen and Helpers Local Union No. 979 made application to the Manitoba Labour Board for certification as bargaining agent for certain employees of the Northern Taxi Limited. This application was heard by the Board on August 21, in the presence

of the parties concerned. On August 27 the Board rendered its decision, which was cited as dismissal No. 144. This decision reads (in part) as follows:

4. The Board, after consideration of material filed, argument and evidence heard, rules the appropriate bargaining unit to be "all employees except main office staff and those excluded by the Act";

5. The Board, in the light of Section 28 (b) of the Rules of Board Practice, has satisfied itself that a majority of the employees in the designated unit are *not* members in good standing of the applicant union, hence the applicant union has failed to establish a *prima facie* case.

Therefore

The Manitoba Labour Board dismisses the application but, in view of the particular circumstances disclosed, does not apply the usual six months' bar to a further application by the applicant in respect to the same bargaining unit.

Three days later the union, relying on that part of the order which purported to remove "the usual six months' bar", made a second application, dated August 30, for similar certification. On September 4 the Board sent to the company the customary notice to the employer of the filing of the second application.

On September 5 the company, by letter of its solicitors, objected to this application's being filed. It contended that the provision in the order of the Board purporting to lift the six months' bar was in excess of the Board's jurisdiction.

Rule 32 of the Rules of Board Practice forming part of the regulations under Section 65 of the *Labour Relations Act* reads as follows:

32. Where an application for certification has been refused by the Board, no application by the same applicant in respect of the same unit of employees or any part thereof or any unit containing the same employees along with other employees shall be lodged until a period of six months has elapsed following the date of the decision, except by special leave of the

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Board where the Board is of opinion that the prior application was rejected on account of a technical error or omission in connection therewith.

The company contended that, since the first application had been disposed of on its merits and had not been rejected on account of any technical error or omission, the Board was without jurisdiction either to permit or to entertain such a second application by the union for a period of six months.

On October 7 the company launched its first motion, asking the Court for two things:

(a) An order prohibiting the Board from all further proceedings upon the union's second application; and

(b) An order of *certiorari* to quash the Board's order of dismissal insofar as it purported to permit a further application by the union in respect of the same bargaining unit before the expiration of a period of six months.

On October 9 the Board made a second order, by which it revoked its first order, restored the union's first application to the agenda and fixed a date for a hearing of that application. The union's second application was struck off the agenda.

The company at once took the position that it had received no notice that the Board was reconsidering its first order and that it had not been given an opportunity to be heard by the Board in this connection. Thereupon, on October 15 the company launched a second motion, asking for two things:

(a) An order prohibiting the Board from all further proceedings upon the union's first application dated July 15; and

(b) An order of *certiorari* to quash the order of the Board dated October 9 revoking dismissal No. 144.

Mr. Justice Freedman noted that an informal industry-wide general hearing had been held by the Board on October 1, in connection with an application by the same union for bargaining rights for the employees of various taxicab companies. It was by reason of matters arising at this general hearing that the Board decided to reopen the union's first application and later rescinded its first order and restored the union's original application to the agenda.

Dealing first with the company's second motion, Mr. Justice Freedman noted that the second order of the Board was attacked as having been made without jurisdiction by reason of the fact that the company had been given no notice and no opportunity of being heard. It was also submitted

that, in seeking to apply evidence which it heard in another matter (that is, in the informal general hearing), the Board acted beyond its jurisdiction and in denial of natural justice. In Mr. Justice Freedman's opinion, both grounds of objection were well-founded.

Counsel for the union defended the Board's order of October 9 on two grounds. First, he contended that the company was not entitled to notice, since the Act did not stipulate for notice in actions by the Board under Section 59 (2). Alternatively, he argued that, if notice were necessary, such notice had been given by virtue of the document summoning the informal general hearing. Section 59 (2) reads as follows:

... a decision or order of the Board is final and conclusive and not open to question or review; but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under the Act, and may vary or revoke any decision or order made by it under this Act.

Mr. Justice Freedman said that under Section 59 (2) the Board may be moved to reconsider an order in one of two ways. A dissatisfied party may apply for such reconsideration, in which case Rules 17 and 18 of Board Practice apply. Rule 18 requires the registrar of the Board to issue a notice of filing of such an application and to serve a copy upon the person against whom relief is sought. Alternatively, the Board may act on its own motion, as it did in the case at bar. If notice to an affected party was required under Rule 18 when the Board reconsidered a decision as a result of an application made to it, Mr. Justice Freedman said, surely it should also be required when the Board acted on its own motion. He found it difficult to believe that the rights of a party arising under an order of the Board should in any way depend on whether someone moves the Board to reconsider its order or whether the Board decides to reconsider on its own. In both cases, he thought, an affected party would be entitled to notice.

Mr. Justice Freedman also rejected the argument that unless the obligation to give notice is specifically spelled out in a statute, the right to notice does not exist. He held that with respect to judicial or quasi-judicial acts there is always a right to notice unless the statute clearly dispenses with it. The right to notice not being specifically dispensed with by the statute, it must be taken to exist.

He pointed out that, although Section 59 (2) of the Labour Relations Act does not deal with notice, the giving of notice was provided for in the Department of

Labour Act, which also deals with the Manitoba Labour Board. That Act provides: "The Board shall in every case give an opportunity to all interested parties to be heard, to present evidence, and to make representations."

In conclusion, Mr. Justice Freedman held that the Board had no jurisdiction to proceed with a reconsideration of its order without notice to the company. Consequently, he quashed the Board's order of October 9 as having been made in excess of the Board's jurisdiction and in denial of natural justice.

Mr. Justice Freedman then turned to the first motion, by which the company asked for an order quashing dismissal No. 144 insofar as it permitted a further application to be made before the expiration of a period of six months.

Referring to Rule 32 of the Rules of Board Practice, which provides for an exception from the six-month time limit when an application was dismissed on account of a technical error or omission, Mr. Justice Freedman expressed the opinion that the phrase "technical error or omission" did not apply in the case at bar. To him this phrase meant simply "an error or omission in the nature of a technicality". No such error or omission was alleged by the Board, which clearly disposed of the union's first application on the merits. Moreover, the Board did not claim that, an alleged technical error or omission having been subsequently discovered and brought to its attention, it thereupon granted leave for a further application. The fact was that the Board granted such leave in its order of dismissal No. 144. It could not be seriously contended that the Board made the original order with full knowledge that it was wrong by reason of some technical error or omission. A responsible body would not deliberately make an order knowing it to be wrong.

Mr. Justice Freedman added:

It is perfectly plain to me that the "special leave" referred to in R. 32 can only properly be given subsequent to an order of the Board. The rule contemplates the possibility that a technical error or omission in connection with the rejection of the prior application may later be discovered—either by the Board, the union or anyone else. Thereupon the Board may grant special leave to the union to lodge a second application even though the period of six months has not elapsed. That is what the rule appears to me to mean. But that is not the way in which the rule was employed in the present case.

On this point an alternative submission was made to the effect that Rule 32 should be treated merely as a guide and not binding on the Board. This argument was

supported by citing the preamble to the Rules of Board Practice, which reads as follows:

In its administration of those features of the *Labour Relations Act* which are assigned to it, the Manitoba Labour Board will apply the following general rules: but every case will be considered in the light of its particular circumstances.

Mr. Justice Freedman did not think that the phrase that "every case will be considered in the light of its particular circumstances" justified the action of the Board. In his opinion, the Board must consider every case in the light of its particular circumstances, but in so doing it must apply the rules.

To say that the right to consider a case in the light of its particular circumstances carries with it a right to ignore those rules is the same as saying that there are no rules; or, at all events, that the rules are there, but only to be observed or ignored according to the particular whim of the Board from time to time. The rules are entitled to greater respect from the Board than that.

Mr. Justice Freedman added that in the eyes of the law the rules are not made by the Board. They are made for the Board and for the general public by the Lieutenant-Governor in Council.

He reached the conclusion that the portion of the Board's order of August 27 which purported to grant leave for a second application before the expiry of six months was outside the powers of the Board under Rule 32, and was, consequently, made without jurisdiction.

The next question to be decided was whether a part of the order could be quashed and another part remain valid.

The union claimed that the order in question was not severable, that it must be quashed in its entirety or not at all, relying on the Saskatchewan case of *Re The Trade Union Act; Re Simpson-Sears Limited and Department Store Organizing Committee, Local 1004* (1956) 18 WWR 492.

In the opinion of Mr. Justice Freedman, there were clear grounds of distinction between the case at bar and the *Simpson-Sears* case. In the Saskatchewan case the two parts of the order, one requiring reinstatement and the other relating to compensation for monetary loss, were directly related to each other. Without reinstatement, no right to compensation would arise. If, on the other hand, the employee was entitled to reinstatement, he should also be given compensation for his monetary loss. No such link between the two parts of the order existed in the case at bar. The dismissal of the union's application made

the matter complete. The addendum purporting to lift the six months' bar was something altogether extraneous to the order.

Further, Mr. Justice Freedman added:

But there is an even more fundamental distinction: In the *Simpson-Sears* case both matters in the order of the Board—reinstatement and compensation—were within its jurisdiction, if only that Board had dealt with those matters properly... In the present case, however, only the first part of the order was within the jurisdiction of the Board. That part of the order lifting the six months' bar was beyond the Board's jurisdiction from the beginning, since the circumstances giving rise to jurisdiction did not exist.

In Mr. Justice Freedman's opinion, the severance in the case at bar was not only permitted but proper. Consequently, his ruling was that the order of the Board of August 27, to the extent that it was made without jurisdiction, should be quashed, with the result that in the operative part of dismissal No. 144 the words "The Manitoba Labour Board dismisses the application" should stand, but the balance of the order which granted leave for a second application before the expiry of six months should be quashed. *Labour Relations Act: Northern Taxi Limited v. Manitoba Labour Board, 27 WWR, Part 1, p. 12.*

County Court, Vancouver . . .

... declares notice of lockout invalid because it stated that firm's employee's "may" be locked out

On November 14, 1958, Mr. Justice Clearihue of the County Court in Vancouver dismissed an employer's appeal from his conviction by a deputy police magistrate on a charge of unlawfully locking out his employees.

The Court ruled that the notice of a lockout need not be given by the employer himself but may be given by his authorized agent. Nor need the notice state the date of the proposed lockout. But a notice which states that employees "may" be locked out is invalid.

The circumstances of the dispute, as mentioned in the reasons for judgment, were as follows:

On May 21, 1958, the Associated Electrical Contractors of British Columbia, of which the appellant, J. H. McRae Company Limited, was a member, gave notice by letter to the International Brotherhood of Electrical Workers, Local Union 213, of an intended lockout in the following words:

You are hereby notified that this Association has voted that, in accordance with Section 51 of the *Labour Relations Act* any time after 48 hours' time has elapsed, our members may lock out members of your union employed by our members.

Following this notice the union brought a charge against the McRae Company that on June 2 and 3 it unlawfully locked out employees employed by it as inside wiremen, and the company was convicted in magistrate's court on August 26.

Section 51 (b) of the *Labour Relations Act* reads as follows:

No employer shall lock out his employees until the trade union has been given written notice by the employer that the employer is going to lock out his employees and forty eight hours have elapsed from the time such notice was given.

The trade union alleged that the notice sent by the Secretary of the Associated Electrical Contractors did not comply with the law and thus the company was guilty of an offence under Section 58 (1) of the *Act*, which reads:

Every employer who causes a lock-out contrary to this *Act* is guilty of an offence and liable on summary conviction to a fine not exceeding one hundred and twenty-five dollars for each day or part of a day that the lock-out exists.

The union claimed that the lockout notice was void for the following reasons:

1. The notice stated that the members of the Associated Electrical Contractors of British Columbia "may" lock out the members of the union when it should have stated definitely that the members were going to lock out the workmen;
2. Notice was not given by the employer but by the Associated Electrical Contractors, when the *Act* requires notice to be given by the employer;
3. The notice should make clear the date of the proposed lockout;
4. There was no mention of the area covered by the lockout.

The company relied in its defence upon Section 70 of the *Act*, which reads: "No proceeding under this *Act* shall be deemed invalid by any defect in form or any technical irregularity."

Mr. Justice Clearihue stated that in his opinion Section 70 refers only to "defects in form" or "technical irregularities" but not to any defect which goes to the root of the matter and must be complied with as a condition precedent. He referred to the judgment of Middleton, J. in *Bank of Hamilton v. Baldwin* (1913) 28 OLR 175, at 177 who expressed the opinion that where a defect is in respect of a matter which, by some statutory or other provision, is made a condition precedent, then its non-observance is fatal.

Mr. Justice Clearihue agreed with the magistrate that if the notice quoted above clearly and without ambiguity notified the employees that they were going to be locked

out, the notice would be sufficient no matter what its form was. Such a notification was a condition precedent before the employer could lock out the employees. But as the notice failed to notify the employees clearly and unambiguously that they were going to be locked out, then it was an irregularity which was not curable under Section 70 of the Act. The notice used the word "may". This left the question indefinite as to whether or not the employer was going to lock out the employees. For this reason, Mr. Justice Clearihue continued, the condition precedent had not been fulfilled, and the notice was invalid.

He also agreed with the magistrate that the Act did not require the notice to be

given by the employer himself and that the notice was valid if given by an authorized agent, which the Associated Electrical Contractors of British Columbia was. Being a corporation it could act as an agent. Nor did the Act require the date of the proposed lockout to be given. It can be any time after 48 hours have elapsed following the giving of notice. Neither did the Act require any mention of the area to be covered by the lockout. The notice therefore in these respects was not invalid.

The Court dismissed the company's appeal and confirmed the conviction. *Regina ex rel O'Keeffe v. J. H. McRae Company Limited*, 27 WWR, Part 7, p. 332.

Recent Regulations, Federal and Provincial

Minimum gross fees of licensed practical nurses are increased in Manitoba
Special vacation order for heavy construction industries issued in Alberta

Recent orders of the Alberta Board of Industrial Relations provided for a two-week vacation with pay for employees in the highway, pipeline and heavy construction industries after a year's continuous employment, comprising 225 days of regular work, and restricted the coverage of the vacation stamp system to building construction workers.

In Manitoba, the minimum fees of licensed practical nurses were raised from a range of \$7.20 to \$12 a day to a range of \$8.25 to \$14.50 a day, depending on the hours worked.

Other regulations deal with exemptions from the British Columbia Hours of Work and Minimum Wage Acts and from the Alberta Labour Act.

FEDERAL

Canada Shipping Act

Regulations under the Canada Shipping Act setting out safety requirements for small vessels were gazetted on March 25, revoking the Small Vessels Regulations, 1958.

Among other provisions, the new regulations prescribe the type of life-saving equipment and fire extinguishers to be carried on pleasure craft, passenger-carrying vessels of five tons or under and on power-driven vessels not over 15 tons that do not carry passengers and are not pleasure craft or fishing vessels. The regulations also set out the precautions to be taken against fires on vessels of these types.

The regulations were approved by P.C. 1959-273 of March 5, to take effect on April 1.

PROVINCIAL

Alberta Labour Act

The Alberta Board of Industrial Relations recently issued a special vacation order for the highway, pipeline and heavy construction industries and, in line with this change, amended the coverage of Order No. 6 (1958), the order providing for a vacation stamp system for construction workers. It also exempted persons licensed under the Legal Profession Act or the Chartered Accountants Act from the hours and minimum wages provisions of the Labour Act.

All three orders were gazetted on February 28, the first two to take effect from April 1, and the last from the date of publication.

Highway, Pipeline and Heavy Construction

The new special vacation order, No. 32 (1959), applies to the big construction projects chiefly carried on outside the boundaries of incorporated cities, towns and villages. More specifically, it covers the grading and surfacing of airfields; the construction and maintenance of irrigation projects and earth and rock fill dams; highway construction and repair work; and the construction and reconditioning of pipelines carrying natural gas, oil and other petroleum products.

The new order, however, does not apply to work in connection with pipelines which form an integral part of engineering or building construction, pumping stations, tank farms or facilities connected thereto, nor does it cover the construction or reconditioning of distribution systems located

within the boundaries of any city, town or village. Such projects will continue to be covered by Order No. 6 (1958).

Office workers in all branches of the construction industry will remain subject to the general vacation order, No. 5 (1958), which provides for a week paid vacation after one year and two weeks after a second year of employment.

Instead of vacation stamps, employees in the highway, pipeline and heavy construction industries must now be given an annual vacation of not less than two weeks after each year's employment.

For purposes of this order, a "years employment" means "continuous employment for a period of one year from the employee's date of employment comprising not less than 225 days of actual work and each subsequent such year".

Order 32 further provides that an employee who fails to meet the work requirements but is still employed on the anniversary date of his employment is entitled to an annual vacation of not less than one day for every 19 days worked. (A somewhat similar provision is contained in the order for the coal mining industry, Order No. 15 (1949), which provides that holidays with pay, at the basic daily wage rate, must be granted on the basis of one day for every 20 days worked in any calendar month.)

As is also the case under the general vacation order, an employee in one of the heavy construction industries must be given his vacation in an unbroken period within 12 months after the date of entitlement. In the event that the employer and the employee fail to agree as to the starting date, the employer must give the employee at least one week's advance notice of the date of commencement of his vacation.

Vacation pay is to be calculated on the basis of 4 per cent of the employee's regular pay for the vacation period. By "regular pay" is meant the wages paid to the employee for his normal hours of work. The vacation pay must be paid at least one day before commencement of the vacation or on the date of termination if an employee is leaving his employment.

Order No. 6 (1958)

As previously indicated, the coverage of the order re-issued last year providing for a vacation stamp system for the construction industry, No. 6 (1958), has been restricted to building construction, engineering works having been deleted from the order.

Order No. 6 (1958) now applies to demolition work or work in connection with the construction, erection, repair, remodeling, alteration, painting and interior decorating of buildings, except work in a plant or shop manufacturing or fabricating any part of a building or structure.

Persons engaged in such work are, as before, entitled to vacation credits equal to 4 per cent of their regular earnings.

Order No. 27 (1959)

Order No. 27 (1959) exempts persons licensed under the Alberta Chartered Accountants Act or the Legal Profession Act and students enrolled under these Acts from the hours and minimum wages provisions of the Alberta Labour Act. This means that the statutory limitations on hours do not apply to these employees nor do the minimum wage orders.

A similar exemption has been granted to insurance, real estate and bond salesmen.

Alberta Workmen's Compensation Act

The operation of freight and passenger elevators of the "automatic self-operating" type, previously exempted from the Alberta Workmen's Compensation Act, was brought under the Act by a regulation gazetted on March 14 as Alta. Reg. 77/59.

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations recently issued a regulation, No. 42 (1959), exempting the pipeline construction industry from the operation of the Hours of Work Act for the period February 10 to December 31, 1959. Similar exemptions have been granted in the past three years.

British Columbia Male and Female Minimum Wage Acts

Following an inquiry, employees of the Salvation Army receiving rehabilitation at the Army's Social Service Centre at Vancouver were exempted from the operation of the British Columbia Male and Female Minimum Wage Acts by Regulation No. 4, gazetted on March 19 with effect from March 17, 1959.

Manitoba Licensed Practical Nurses Act

Regulations under the Manitoba Licensed Practical Nurses Act setting higher fees for licensed practical nurses were gazetted on March 14 as Man. Reg. 24/59, to take effect on April 1.

Under the new regulations, the minimum gross fees that may be charged for an 8-hour, 10-hour, 12-hour or 20-hour day

are \$8.25, \$10.75, \$13 and \$14.50 respectively. Formerly, the rates were \$7.20, \$9, \$10.80 and \$12.

A licensed practical nurse employed and paid by the month or longer period must now receive a minimum of \$180 a month, plus laundering of uniforms, an increase of \$20 over the former rate.

A practical nurse holding a provisional licence employed by the month or longer period is to receive a minimum of \$170 a month, plus laundering of uniforms.

If paid on a daily basis, a nurse on duty or on call for more than 12 hours in a day must have at least four hours off duty and at least six hours for sleep. Licensed practical nurses employed by the month may not be required to work more than eight hours in a day or 44 in a week.

The regulations again provide that a licensed practical nurse who has completed a year's continuous service with one employer is entitled to an annual vacation with pay of two weeks or the period provided for under the Vacations with Pay Act, whichever is greater. As before, "a years continuous service" means a period of not less than 95 per cent of the regular working hours within the 12 months immediately preceding the vacation.

Manitoba Public Health Act

The regulations under the Manitoba Public Health Act (Man. Reg. 91/45) have been amended to add a new provision which prohibits any person but a duly qualified medical practitioner or a qualified radiographer from using or operating a fluoroscopic or X-ray shoe-fitting device.

The new provision was approved by Man. Reg. 23/59 gazetted on March 14.

Ontario Labour Relations Act

The procedural rules of the Ontario Labour Relations Board were amended by new provisions setting out the procedure to be followed when a party wishes to challenge the Board's authority to entertain any proceeding on constitutional grounds.

Under the new regulation (O. Reg. 41/59), a party who intends to raise a constitutional issue must first file with the Board a notice of intention setting out the legal basis for the objection, together with

references and cases and a statement of all relevant facts.

A copy of the notice of intention will be sent by the Registrar to each of the other parties and to the provincial and federal Attorneys-General. The latter may appear before the Board and present argument.

Within 10 days of receipt of the notice, the other parties to the proceeding must file with the Board a statement of the position, if any, which they intend to take on the matter, together with reasons. As with the notice of intention, this statement will be sent to all parties concerned.

Quebec Minimum Wage Act

An order of the Quebec Minimum Wage Commission clarifying the special minimum wage order for forestry workers, Order No. 39, 1958, re-issued last year (L.G., June 1958, p. 647) was gazetted on April 4.

The amendment makes it clear that the forestry order applies to contractors and subcontractors, as well as caterers, working in connection with logging operations, forest improvement undertakings, reforestation projects and driving operations. Coverage is also extended to forest fire protective associations.

The rates of pay remain the same, 75 cents an hour for employees whose hours of work are verifiable, \$7 a day for those whose hours of work per day cannot be verified, \$42 a week for employees without a normal work week, and special rates for pieceworkers engaged in cutting operations.

Fifty-four hours are again considered the normal work week but the list of exceptions has been changed to read "fire rangers" instead of "fire-fighters". The new order also emphasizes that time in excess of one hour a day spent travelling between the camp and the work area is to be considered working time and paid for at the usual rates, a fact which was not made clear in the English version of the Order.

The provisions respecting deductions from pay have been clarified, to ensure that employees are not charged for the use of bedding. An employer, however, may deduct the cost of tools, equipment, safety garments or bedding lost or not returned, provided the rates are set out in notices and pay statements.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in February, 220,900, was 30 per cent below January's and 9 per cent below previous February's. Claimants at month-end 11,000 more than month earlier but 73,300 fewer than year earlier

The number of initial and renewal claims† for unemployment insurance benefit in February was 220,900, which was 30 per cent less than the January figure of 317,500 and 9 per cent below the 243,900 in February 1958.

Claimants for unemployment insurance benefit numbered 796,000 on February 27; this was 11,000 more than the 785,100 shown for January 30 but 73,300 fewer than the 869,300 claimants reported on February 28, 1958.

Seasonal benefit claimants included in these totals numbered 242,700 on February 27, 203,000 on January 30 and 209,400 on February 28 last year. Claimants for seasonal benefit have thus increased substantially, both absolutely and relatively, in comparison with last month and with one year ago. Regular claimants on February 27 were 5 per cent fewer than on January 30 and 16 per cent fewer than at the same date one year ago.

Male claimants numbered 634,300 on February 27, an increase of less than 2 per cent during the month, but a decrease of 11 per cent from last year's total of 710,900. Female claimants at 161,700 were practically unchanged from the previous month (161,100) but were about 3,000 more than the 158,500 shown for February 28, 1958.

Some 170,000 initial claims were processed during February, of which 45 per cent were considered under the seasonal

*See Tables E-1 to E-4 at back of this issue.

†The initial claims total includes claims computed under the seasonal benefit provisions, as *all* initial claims are computed first for regular benefit, and the renewal claims total includes claims from seasonal benefit claimants. Claimants who exhaust their *regular* benefit during the seasonal benefit period are not cut off from benefit. If they wish to be considered for further benefit, they must file a claim in the usual manner. When there are an insufficient number of contribution weeks since the preceding March 31 to establish another *regular* benefit period, seasonal benefit will be granted, but not more than once during the seasonal benefit period.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

benefit provisions. Of the 142,500 classed as entitled to benefit, 56,500, or 40 per cent, qualified under the seasonal benefit provisions. The failure rate on initial claims processed during February at 9.6 was practically unchanged from last February (9.9) but was 1.6 percentage points below the January rate of 11.2.

The average weekly number of beneficiaries was estimated at 673,400 for February, 3 per cent above the estimate of 653,100 for January and 8 per cent below the 735,700 shown for February 1958.

Benefit payments amounted to \$58,100,000 during February in comparison with \$58,700,000 for January and \$63,300,000 for February a year ago.

The average weekly rate of benefit was \$21.56 for February, \$21.38 for January and \$21.51 for February 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards have been issued to 4,805,489 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At February 28 employers registered numbered 315,554, an increase of 530 since January 31, 1959.

Enforcement Statistics

During February, 6,050 investigations were conducted by enforcement officers across Canada. Of these, 3,871 were spot checks of postal and counter claims to

verify the fulfilment of statutory conditions, and 135 were miscellaneous investigations. The remaining 2,044 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 158 cases, 31 against employers and 127 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,238.*

Unemployment Insurance Fund

Revenue received in February totalled \$18,446,070.36 compared with \$20,244,-892.32 in January and \$18,913,645.02 in February 1958. Benefits paid in February totalled \$58,037,486.77 compared with \$58,-617,337.64 in January and \$63,283,994.04 in February 1958. The balance in the fund on February 28 was \$547,399,504.48; on January 31 it was \$586,990,920.89 and on February 28, 1958, \$794,547,091.77.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1618, March 21, 1959

(Translation)

Summary of the Main Facts: The claimant, whose case was submitted as a test case for the purposes of this appeal, filed an initial claim for benefit on May 26, 1958, and stated at the time that he had worked as a tracer (steel structures) for Cobra Industries Inc., at Quebec, from January 4 to May 23, 1958. The claimant gave the following as the reason for his having been laid off on the latter date: "Offence under the Industrial Relations Act". On the other hand, the employer gave the following reason: "Loss of time (for union activity) on the job (Offence under the Industrial Relations Act, Part IV, Sections 23 and 25)".

In a written statement dated June 5, 1958, the claimant revealed that he was President of Local 770 of the United Steelworkers of America; that he fully denied having ever lost or made any other employee lose any time during working hours through union activity; that if a member or another employee asked him a question, he always managed to avoid loss of time because he knew he was "being followed and watched by the foremen"; that he could not see where or when he could have held meetings on the premises of his employer; that the latter favoured those who belonged to the existing shop association, which meant that there was a marked tolerance in their favour; finally, that most of the time, during the conversations that could have taken place, there was absolutely no mention of union business, but one of the foremen "was really obsessed with the idea of making reports".

The insurance officer, under the provisions of section 69 (2) (b) of the Act, referred the claim to a board of referees,

requesting the board to determine whether the claimant should be disqualified for misconduct under section 60 (1) of the Act.

Three of the four claimants interested in this case were present at the hearing before the board of referees. The employer was represented by the personnel manager and by the superintendent of the establishment, accompanied by a solicitor.

The personnel manager explained in the course of his testimony that for a fairly long time there had been a certain rivalry between unions, a rivalry which had provoked union activities in which the claimants had taken part during working hours and which also "had affected production". The solicitor added, among other things, that the Labour Relations Board had conducted an inquiry into the case of the claimants and had recommended that they be re-hired immediately. The employer at the time gave detailed information to the said Board and the latter, in a letter dated June 23, 1958, advised the employer that it was taking due note of his representations and that it was shelving the case for the time being.

The solicitor also filed nine statements signed by different employees of Cobra Industries Inc. during the second week of June, with the intention of proving that the claimants had carried on union activities during working hours.

The board of referees unanimously considered that they should disqualify the claimant under section 60 of the Act for six weeks until June 28, 1958, inclusive, since it had been established to the satisfaction of the members of the board that the claimants had carried on unauthorized union activities during working hours.

On December 5, 1958, the claimant's union requested leave to appeal to the Umpire after the expiration of the prescribed 60-day period, and such leave was

*These do not necessarily relate to the investigations conducted during this period.

granted the union on January 5, 1959 (section 75 of the Act). The appeal itself is limited mainly to the recommendation of the Labour Relations Board and questions the Unemployment Insurance Commission's right to reverse such a "decision".

On January 13, 1959, the union requested a hearing of the Umpire and the appeal was consequently heard in Montreal on March 5, 1959. P. L. Gelinas of the United Steelworkers of America represented the claimants and G. Kieffer of the Unemployment Insurance Commission represented the insurance officer.

Considerations and Conclusions: The evidence establishes satisfactorily that each of the claimant's interested in this appeal has done union recruiting without the consent of the employer during working hours and that substantial losses of time occurred during this type of activity.

Whatever may have been the decision or recommendation of the Labour Relations Board which dealt with this case under another Act and therefore from another point of view, such unauthorized losses of time constituted misconduct within the meaning of section 60 (1) of the Unemployment Insurance Act. As it is otherwise established that the claimants lost their employment for this reason, I am of the opinion that the board of referees were correct in confirming the decision of the insurance officer unanimously.

I, therefore, must dismiss the union's appeal.

Decision CUB-1623, March 24, 1959

Summary of the Main Facts: The four claimants represented in these appeals, who were members of Lodge 692 of the International Association of Machinists, were employed by Industrial Piping and Controls Limited, a subcontractor engaged in installing gas turbines at the B.C. Electric Thermo Plant, situated at Port Mann, B.C., on which premises the Commonwealth Construction Company, Limited, a member of the Heavy Construction Association of British Columbia, was the contractor. During the first part of March 1958, they are alleged to have lost their employment under the following circumstances:

The said Association (of employers) and the Teamsters' union, viz., the Building Material, Construction and Fuel Truck Drivers' Union, Local 213, had a collective bargaining agreement which was effective to July 17, 1957. For some time prior and subsequent thereto, the Teamsters' union carried on negotiations with the employers' Association for a new agreement providing for an increase in the basic wage rate of

the union's members and for certain fringe benefits in respect of such members. As no agreement was reached, the matters in dispute were referred to a provincial conciliation officer and then to a provincial conciliation board. The employers' Association rejected the findings of the board and the Teamsters' union, as the result of a strike vote, called a strike on March 4, 1958, at the Bridge River project of the Northern Construction Company and J. W. Stewart Limited. Following the union's strike action, the employers' Association took lockout proceedings against the members of the striking union on all construction projects under the Association's control (these are located in Vancouver and widely scattered places in the province). In retaliation, the Teamsters' union placed pickets on other projects being carried on by members of the employers' Association.

The Commonwealth Construction Company Limited reported as follows:

On Tuesday, March 4th, our firm, being members of the Heavy Construction Association, locked out teamsters employed on our jobs.

On March 6th picket lines appeared at the Civic Auditorium and the Port Mann B.C. Electric Thermo Plant. The other building trades on these jobs did not cross the picket lines.

On April 1, 1958, the claimants' employer, the Industrial Piping and Controls Limited, stated as follows:

Port Mann—Sub Contract

Teamsters were locked out by Commonwealth Construction Limited on March 4th on this project. Picket line established on March 5th.

Industrial Piping Ltd. had a crew of 35 men, made up of machinists, Local 692, boiler-makers, Local 359, riggers, Local 97, carpenters, Local 452, and labourers, Local 602. All of these men refused to cross the picket line, even though their employer was not involved in the strike, and have remained away from work since.

Industrial Piping have not laid off or terminated anyone.

The four claimants filed applications for unemployment insurance and gave the following reasons for their separation from the said employment: (1) "Work available (but) due to teamsters' picket line and we honoured teamsters' picket line...", (2) "I was shut out. I did not cross picket line...", (3) "Due to teamsters' strike—we honoured teamsters' picket line...", (4) "...I did not attempt to cross the picket when I reported for work on 6 March 58...".

The insurance officer disqualified the said claimants from receipt of benefit for the duration of the stoppage of work (section 63 of the Act), as participants in the dispute by their failure or refusal to cross the picket line.

The claimants appealed to a board of referees, which heard their case in Vancouver on May 8, 1958, and August 20, 1958. In his appeal, one of the claimants stated, *inter alia*, that Industrial Piping and Controls Limited was not a subcontractor, that it had a direct contract "with Brown Bovari of Switzerland to install No. 1 and No. 2 gas turbines" and that "We are in no way connected with Commonwealth Construction."

During the course of the hearings, the representative of the machinists' union, (Vancouver Lodge 692, International Association of Machinists) based his presentations on the grounds that the case should have been considered under sections 59 or 60 of the Act and more specifically that the Umpire's decision CUB-1532 should have been applied. The board did not share this view, being of the opinion that the disqualification was properly imposed under section 63. The board unanimously dismissed the appeals, mainly on the grounds that the claimants, by refusing to continue to work because they would not cross the picket lines of the Teamsters' union, had become participants in the labour dispute.

On behalf of the claimants, the aforementioned union appealed to the Umpire, using the same arguments as it advanced at the hearings before the board of referees.

Considerations and Conclusions: Subsection (1) of section 63 of the Act reads in part:

An insured person who has lost his employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which he was employed, is disqualified from receiving benefit...

The board of referees were of the unanimous opinion that CUB-1532, on which the claimants' appeals are entirely based, was inapplicable in the present case and with this I entirely agree.

It is often difficult to resolve the question of whether a dispute can be said to have been extended from one place to another, but in the above decision I considered that the very contradictory evidence was insufficient to justify a finding that the claimants' refusal to cross the picket line under the prevailing circumstances had the effect of extending the labour dispute to their own separate places of employment, and I was accordingly justified in giving them the benefit of any existing doubt. Therefore, as there was no labour dispute *at the premises* at which such claimants were employed, their case was not one which could be dealt with under section 63, and as they had voluntarily left their employment, resort was had to section 60.

In the present case, the record shows that the labour dispute which caused the stoppage of work, by reason of which the claimants lost their employment, was at the premises at which they were employed. This is true whether the undertaking of their employer at Port Mann, B.C., i.e., the installation of gas turbines at the Electric Thermo Plant, is considered as a functional and integral part of the undertaking of the general contractor at that place, i.e., the construction of the aforementioned Plant, and can accordingly be said to have been carried out on the same premises, or whether both undertakings are considered as functionally distinct by reason of the alleged fact that the claimants' employer was not operating under the direction of the general contractor. If the latter is so, the premises of the claimants' employer would be separate from those of the general contractor, but the labour dispute which the said general contractor had with his own employees would have become extended to the claimants' place of employment as a result of their free choice to withdraw their labour, although work was available to them, and to honour the peaceful picket line established by one of the parties to the aforementioned labour dispute (CUBs 1035, 1142 and 1201).

As the claimants' refusal to continue to work under those circumstances obviously created also an appreciable stoppage of work, they must really be said to have lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which they were employed. Therefore, section 63 (1) must apply and a disqualification be imposed unless the records can show that they have discharged the onus of proving their entitlement to relief from disqualification in virtue of subsection (2), and more particularly with respect to not having participated in the dispute.

The principal fact in this regard is also the claimants' conduct with respect to the picket line. The only reason given by them for not having crossed the picket line is to the effect that they wished to honour it. It is also noted that there was no reasonable cause for fear of violence by reason of the picket line, a situation attested to by the absence of any reference thereto in the record. It is a long established principle of jurisprudence that refusal to cross a picket line under circumstances such as those which have just been described amounts to a voluntary withdrawal of labour and constitutes participation in a labour dispute within the meaning of the Act.

(Continued on page 514)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during March Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 207 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period a total of 218 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office	10	\$ 54,215.92
R.C.M.P.	1	625.80

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of \$2,921.64 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 189 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Whitehorse Y T: Dawson Hall Ltd, construction of poultry house, Experimental Farm.

Central Mortgage and Housing Corporation

Ottawa Ont: Edward McLaughlin, interior painting of suites, Strathcona Heights. *Calgary Alta:* Wirtanen Electric Co Ltd, construction of electrical distribution system. *New Westminster B C:* J C Burns, *maintenance of grounds (HECL). *Vancouver B C:* Empire Nurseries & Landscape Service, *maintenance of grounds (HECL). *Victoria B C:* Balmoral Cabinet Works, *supply & installation of arborite counter tops in rental units (Projects 6, 6A & 7).

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Halverson & Smith Ltd, refinishing & redecorating Shubenacadie IRS. *Portage la Prairie Indian Agency Man:* Bird Construction Co Ltd, installation of new floor coverings, Birtle IRS. *Touchwood Indian Agency Sask:* Johnny's Painting & Decorating, painting & related work, Gordon's IRS. *Stony-Sarcee Indian Agency Alta:* Walter Mosier, construction of electrical power extension, Sarcee Indian Reserve. *Babine Indian Agency B C:* Blakeburn Construction Ltd, one room addition & associated work, Kitsegukla Indian Day School; Blakeburn Construction Ltd, one room addition & associated work, Kitwanga Indian Day School.

Defence Construction (1951) Limited

Goose Bay Labrador: Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of storage lean-to units & addition to RATC Bldg, RCAF Station. *Gander Nfld:* EP Electric Products Co Ltd, installation of antenna array, RCNRS. *Summerside P E I:* Louis Donolo Inc, construction of cantilever hangar, RCAF Station; Louis Donolo Inc, construction of two hangars, RCAF Station. *Dartmouth N S:* A D Ross & Co Ltd, supply & installation of electrical services to Carrier Jetty, HMCS *Shearwater*. *Greenwood N S:* Perini (Quebec) Inc, construction of cantilever hangar, RCAF Station. *Halifax N S:* Fundy Construction Co Ltd, replacement of stone retaining wall, HMC Dockyard. *Montreal Que:* Chas Duranceau Ltee, construction of recreation bldg & outside services, HMC Supply School. *Barriefield Ont:* James Kemp Construction Ltd, construction of two rifle ranges, Vimy Barracks. *Camp Borden Ont:* Canada Construction Co Ltd, construction of command medical equipment depot & inflammable stores bldg & outside services; Barclay Construction Ltd, construction of artificial ice rink & outside services. *Kingston Ont:* Ball Bros Ltd, construction of officers' mess, Bldg No 29.

Meaford Ont: Ball Bros Ltd, construction of tank hangar bldg. *Petawawa Ont*: A Janin & Co Ltd, construction of artificial ice rink & outside services; Turnall Construction Co Ltd, construction of rocket range. *Uplands Ont*: Provincial Engineering Ltd, construction of overhead transmission line & outdoor substation for high speed wind tunnel, NAE; Brown Boveri (Canada) Ltd, *supply & installation of transformer for high speed wind tunnel, NAE; Hurdman Bros Ltd, asphalt paving & concrete sidewalks, RCAF Station. *Calgary Alta*: Dominion Bridge Co Ltd, supply & erection of structural steel & steel joists for combined officers' mess & quarters, Sarcee Camp. *Esquimalt B C*: W R Menzies & Co Ltd, construction of sea water pumping system, Pacific Naval Laboratory. *Frobisher Bay N W T*: The Tower Co Ltd, construction of liquid oxygen generating bldg, Air Force Refuelling Base.

Building and Maintenance

St Jean Que: Noma Construction Co Ltd, construction of gate house, College Militaire Royal. *Barriefield Ont*: James Kemp Construction Ltd, construction of civil defence rescue training set; Warneke Decorating Co, interior painting of 5 bldgs, Vimy Barracks. *Trenton Ont*: Walker Painting & Decorating Co Ltd, interior & exterior painting of various bldgs, RCAF Station. *Woodstock Ont*: J V McDonnell Electrical Construction Co Ltd, rewiring of Armoury. *Victoria B C*: Farmer Construction Ltd, construction of hardwood gymnasium floor, Bldg 1125, Work Point Barracks.

Department of Defence Production

Amherst N S: E J Mills, renewal of hardwood flooring in drill hall portion of Armoury. *Cornwallis N S*: Nationwide Food Services Ltd, catering. *Halifax N S*: Homestead Construction Co, renovations & additions to interior of Bldg S-35, HMCS *Stadacona*; Standard Paving Maritimes Ltd, *repair of asphalt roads, parking areas & parade squares, DND Army. *Moncton N B*: Jack Bradley (Maritimes) Ltd, *renovation of boilers, Central Heating Plant, RCAF Station. *Bury Que*: K Dresser Co Ltd, repair of chimney, Armoury. *Victoriaville Que*: J Robert Noel Inc, installation of concrete floor in Drill Hall, Armoury. *Oakville Ont*: Semple-Gooder & Co Ltd, replacement of ceilings in Headquarters Bldg, Ortona Barracks. *Uplands Ont*: Asbestos Erectors of Canada Ltd, supply & installation of insulation panels, hangars 10 & 11, RCAF Station; J D Sanderson Co, roof repairs. *Estevan Sask*: Fagerheim Construction, repairs to trusses in Dept of National Defence Drill Hall, Airport. *Cardiff Alta*: Canadian Comstock Co Ltd, supply & installation of automatic voltage regulator, RCAF Transmitter Site. *Comox B C*: Barr & Anderson Ltd, installation of sprinkler protection system for tension tie stubs, No 7 Hangar. *Sea Island B C*: Christian & Allen Ltd, excavating, repairing & filling in sewer line, RCAF Station. *Vancouver B C*: Quartermaine & Sons, exterior painting of three bldgs.

National Harbours Board

Montreal Que: Ross Engineering of Canada Ltd, installation of dust control system, Elevator B & B Annex. *Quebec Que*: B Trudel & Cie, installation of compressors in cold storage plant. *Vancouver B C*: Northern Construction Co & J W Stewart Ltd, construction of storage addition, No 3 Elevator.

Department of Northern Affairs and National Resources

Halifax N S: Bedard Girard Ltd, construction of floodlighting & secondary electrical distribution system, Citadel. *Fundy National Park N B*: Foundation Maritime Ltd, construction of masonry valvehouse & masonry pumphouse; Weyman Construction Co Ltd, construction of high voltage transmission line & revamping portion of existing line between Park Headquarters & Point Wolfe campground area.

Department of Public Works

Bauline Nfld: Babb Construction Ltd, breakwater extension. *Catalina Nfld*: Cape Horn Construction Co Ltd, construction of wharf. *Channel Nfld*: Saunders Howell & Co Ltd, construction of RCMP Detachment Quarters. *St Bride's Nfld*: Babb Construction Ltd, construction of breakwaters. *Stephenville Nfld*: Provincial Constructors Ltd, addition & alterations to existing federal bldg. *New London Harbour P E I*: Edward MacCallum, improvements to harbour. *North Lake P E I*: Norman N MacLean, breakwater extension. *Point Prim P E I*: Norman N MacLean, harbour improvements. *Sturgeon Bridge P E I*: Eastern (PEI) Contractors, construction of landing. *Tracadie Harbour P E I*: Stanley Reid, construction of wharf. *Caribou N S*: Diamond Construction (1955) Ltd, harbour

improvements. *Cheticamp Point N S*: Stanley Reid, wharf repairs. *Delaps Cove N S*: Hampton Construction Co Ltd, breakwater repairs. *Goldboro N S*: Antigonish Construction Co Ltd, wharf reconstruction. *Hantsport N S*: Standard Sprinklers Ltd, installation of sprinkler system. *Kelly's Cove N S*: B & M Comeau Construction Co Ltd, breakwater repairs. *Pictou N S*: Joseph Almon, repairs to quay wall. *Pugwash N S*: George E Waugh, construction of post office bldg. *Shag Harbour N S*: Colin R MacDonald Ltd, breakwater repairs. *Escuminac N B*: Diamond Construction (1955) Ltd, breakwater repairs. *Robichaud N B*: J W & J Anderson Ltd, wharf extension. *Saint John N B*: Veterans' Window Cleaning Co, cleaning windows of federal bldgs & bldgs under lease. *Baie St Paul Que*: Phileas Dufour, wharf enlargement. *Entry Island Que*: Gulf Construction, harbour improvements. *Fort Coulonge Que*: R Bertrand Construction Ltd, construction of post office. *Ile Aux Coudres Que*: Phileas Dufour, enlargement of Northern wharf. *Lorrainville Que*: Emile Jolette Ltd, construction of post office. *Matane Que*: Allmo Paving Ltd, construction of retaining wall. *Mont Louis Que*: Mont Logan Construction Co Ltee, wharf reconstruction. *Montreal Que*: Charney Bros Inc, interior painting, postal terminal. *Petit Cap Que*: Gulf Construction, breakwater reconstruction. *Point Bleue Que*: C Jobin Ltee, construction of school & R C dormitory. *Quebec Que*: Maurice Laverdiere, reconstruction of steps at main entrance of Customs House. *Riviere au Renard Que*: Les Entreprises Gaspé Inc, wharf improvements. *Bruce Mines Ont*: Northland Engineering, wharf repairs. *Cobourg Ont*: G M Gest Ltd, renewal of waling. *Gore Bay Ont*: P Harper & Co, wharf construction. *Hamilton Ont*: Bridge & Tank Co of Canada Ltd, construction of superstructure, Burlington Canal Lift Bridge. *Mitchell Ont*: John Gaffney Construction Co Ltd, interior alterations to federal bldg. *Ottawa Ont*: Thomas Gregoire, redecorating all walls, ceiling, columns etc, Finance Bldg, Tunney's Park; Ottawa Mechanical Services Ltd, installation of low pressure condensate return system, National Research Council Bldg; Rheal Servant, redecorating corridors, entrances etc, No 3 Temporary Bldg; Capital Tile & Flooring Ltd, supply & application of vinyl floor tile on 3rd floor, Old Printing Bureau; Rene Cleroux, renewal of hot, cold & recirculating hot water piping, No 2 Temporary Bldg; M J Lafortune Construction Ltd, general alterations, ground floor, Woods-Canadian Bldg; Safety Vermin Control Ltd, *rodent & insect control, federal bldgs; Ontario Power Line Construction Co Ltd, addition to electrical distribution system, CEF; Dominion Electric Protection Co, installation of fire alarm system, Trade & Commerce Bldg; John Colford Contracting Co Ltd, installation of boiler, Cliff St; Montflex Inc, installation of linoleum, Public Archives Bldg. *Owen Sound Ont*: W A Skinner, waling replacement, stage 1. *Port Bruce Ont*: Dear Construction Co Ltd, rubble shore protection. *Rexdale Ont*: L C Scott Construction Co Ltd, construction of post office. *Sioux Lookout Ont*: Hakala Construction, alterations to federal bldg for Post Office Department. *Stouffville Ont*: K W Betz Construction Co Ltd, addition & alterations, federal bldg. *Sturgeon Falls Ont*: E Taillefer Construction, installation of screenline & related work, federal bldg. *Toronto Ont*: New York Window Cleaning Co, cleaning windows of federal bldgs & bldgs under lease; Taylor Bros, installation of partitions, 260 Richmond St, for Dept of Transport. *Gull Harbour Man*: Macaw & MacDonald Ltd, wharf extension. *Steep Rock Man*: Richard Desilets, wharf extension. *Winnipeg Man*: Bird Construction Co Ltd, installation of partitions, new General Post Office; Allan Reynolds Transfer, removal of ashes & garbage from federal bldgs. *Moose Jaw Sask*: P W Graham & Sons Ltd, construction of federal bldg. *Saskatoon Sask*: Oscar Upper, interior painting, London bldg. *Vauxhall Alta*: W Cooper Construction, construction of headerhouse, Experimental Substation. *Wabamun Alta*: Telford Construction Ltd, wharf construction. *Esquimalt B C*: Parfit Construction Co Ltd, construction of PWC Drydock parking lot. *Lulu Island B C*: Gilley Bros Ltd, bank protection, Fraser River. *Spaghetti Point B C*: Emil Anderson Construction Co Ltd, extension of bank protection, Fraser River. *Glacier National Park B C*: New West Construction Co Ltd, construction of Beaver River bridge, TCH. *Harrison River B C*: Fraser River Dredging Co Ltd, renewal of log boom guides. *Nanaimo B C*: Quast & Walmsley Construction Co, construction of lean-to & access stairs, Pacific Biological Station. *New Westminster B C*: McCulloch Electric Ltd, rehabilitation of electrical system, Fisheries Station. *Vancouver B C*: A M Kennedy, exterior repairs; steam cleaning, painting etc, Customs-Immigration Bldg; The Tide Co (BC) Ltd, installation of electrical & telephone duct system etc, Gov't Laboratories, University of B C. *Victoria B C*: Stan Hayward Painting & Decorating, interior alterations & painting, Belmont Bldg. *Yuculta Landing B C*: Basarab Construction Co Ltd, renewal of approach superstructure. *Fort Providence to Frank's Channel N W T*: McNamara Ltd, grading, culverts & traffic gravel, Mile 31.25 to Mile 83; Mannix Co Ltd, grading, culverts & traffic gravel, Mile 83 to Mile 136.1.

Contracts Containing The General Fair Wages Clause

St John's Nfld: CNR Dockyard, repairs in drydock to Dredge No 20. *Kensington P E I:* Berken Painting Co, interior painting, public bldg. *Montague P E I:* Wallace R Wood, interior painting, public bldg. *North Lake P E I:* Norman N MacLean, dredging. *Amherst N S:* Lockhart & Maltby, interior painting, old federal bldg; Lockhart & Maltby, interior painting, new federal bldg. *Bridgewater N S:* LaHave Electric Ltd, electrical repairs, federal bldg. *Cape John N S:* R A Douglas Ltd, dredging. *East Sandy Cove N S:* Bay Shore Dredging Co Ltd, dredging. *Halifax N S:* Halifax Shipyards, construction of fuel scow for Dredge No 21. *Liverpool N S:* Steel & Engine Products Ltd, annual repairs to Dredge No 21. *Port Hawkesbury N S:* Port Hawkesbury Marine Railway, repairs to Dredge No 18. *Bathurst N B:* J P Porter Co Ltd, dredging. *Ingall's Head N B:* Saint John Dredging Co Ltd, dredging. *Malloch's Beach N B:* Saint John Dredging Co Ltd, dredging. *St George N B:* Nesbitt & Groom, application of new roof, federal bldg. *Stuarttown N B:* Saint John Dredging Co Ltd, dredging. *White Head N B:* Saint John Dredging Co Ltd, dredging. *Berthierville Que:* Carmel Mousseau, postal screenline alterations, Post Office. *Granby Que:* Longpre & Fils, interior painting & plaster repairs to federal bldg. *Joliette Que:* Jean Claude Perreault, interior alterations, federal bldg. *Montreal Que:* Otis Elevator Co, alterations to electrical supply for passenger elevators, Customs Warehouse. *Notre-Dame de Pierreville Que:* Roy & Trotter Inc, removal of causeway. *Richelieu River (Ash Island) Que:* Marine Industries Ltd, dredging. *Arnprior Ont:* B Laderoute, interior painting of guardhouse, Civil Defence College; B Laderoute, installation of linoleum, Civil Defence College; A H Closs & Son, installation of ventilating equipment, Civil Defence College; J O Gervais, repairs to roof, Civil Defence College. *Cobourg Ont:* McNamara Construction Co Ltd, dredging. *Cornwall Ont:* R C Lemire, repainting of all areas on 2nd floor, federal bldg. *Elmira Ont:* Mel Wittig Electric, supply & installation of fluorescent fixtures, federal bldg. *Gananoque Ont:* Warren Electric, electrical alterations, federal bldg. *Hamilton Ont:* John Hepperle, lighting improvements, public bldg. *North Bay Ont:* Tech-App, interior alterations, federal bldg. *Ottawa Ont:* Louis G Fortin Construction, alterations to canteen, Finance bldg, Tunney's Pasture; Artistic Painting & Decorators, alterations to canteen, Dominion Bureau of Statistics, Tunney's Pasture; Sunnyday Contractors Ltd, repairs to cracked walls, Archives Storage bldg, Tunney's Pasture; Stanley G Brookes, supply & installation of fluorescent fixtures, 255 Argyle Ave; Gendron Plumbing & Heating, renewal of hot & cold water piping, "A" bldg, Cartier Sq; R & R Construction Ltd, interior alterations, "B" bldg, Cartier Sq; A G Reed, supply & installation of electrical panels, "C" bldg, Cartier Sq; Universal Painters & Decorators, redecoration of washrooms, "C" bldg, Cartier Sq; Ottawa Mechanical Service Ltd, replacement of hot water heater, Experimental Farm; Sanco Ltd, supply & installation of deodorant blocks in various bldgs; Pilkington Glass Ltd, installation of glass in stairwell openings, RCMP bldg, Tremblay Rd; L A Legault & Son Ltd, supply & installation of buzzer system, Jackson bldg; McAuliffe & Grimes Ltd, renewal of linoleum tiles, Woods Canadian bldg; Louis G Fortin Construction, renewal of show fittings & partitions, Royal Canadian Mint, Sussex Dr; F J Shouldice Construction Co Ltd, conversion of office into corridor with fire door, Mines & Technical Surveys, 555 Booth St; Canadian Ice Machine Co, installation of refrigeration system in fur storage vaults, Victoria Museum; Fournier Van & Storage, moving of furniture & equipment from Trade & Commerce bldg to Jackson bldg; Archie McWade, general alterations to 1st & 2nd floors, Coca Cola bldg, 340 Queen St; Ted Wojdacki, redecoration of various offices, No 8 Temporary bldg; Andrews Bros Construction Co Ltd, construction of new storage room, Mines & Technical Surveys, 568 Booth St. *Pelee Island Ont:* Rieger Bros Construction, general alterations, Customs House. *Port Hope Ont:* McNamara Construction Co Ltd, dredging. *St Catharines Ont:* Belmar Welding Ltd, construction of 40 ft harbour tug. *Toronto Ont:* McNamara Construction Co Ltd, dredging, Eastern Channel entrance; Taylor Engineering & Construction Co Ltd, supply of complete set of diesel electric dredging machinery for Dredge No 12. *Emerson Man:* A Marks Construction, general alterations, public bldg. *Minnedosa Man:* Larry's Cabinet Factory, general alterations, public bldg. *Russell Man:* Larry's Cabinet Factory, general renovations, public bldg. *Watrous Sask:* Shoquist Construction Ltd, screenline renovations, federal bldg. *Kingsgate B C:* Norman A Hickel, interior painting, Customs & Immigration bldg. *Vancouver B C:* Allied Builders Ltd, dismantling at Kamloops, B C, of Dredge No 324 & auxiliary plant, for transport by rail & reassembly & launching at Waterways, Alta. *Williams Lake B C:* Abby's Roofing & Insulation Co Ltd, roof repairs, federal bldg.

Department of Transport

Souris P E I: George H Cheverie, construction of single dwelling & demolition of existing dwelling. *Halifax N S:* Ted B Blackburn Ltd, construction of security fence, International Airport. *Liverpool N S:* Steel & Engine Products Ltd, *construction of steel landing barges. *Pictou N S:* Ferguson Industries Ltd, *construction of passenger ferry. *Fredericton N B:* Alfred E Parker, ILS improvements, pipe ditching & related work, Airport. *Lauzon Que:* Davie Shipbuilding Ltd, *hull strengthening & structural alterations, CGS "C D Howe". *Seven Islands Que:* F Belanger & J L Guerette, construction of power house. *Erieau Ont:* Erieau Shipbuilding & Drydock Co Ltd, *construction of steel landing barges. *Prescott Ont:* Fort Construction & Equipment Ltd, construction of steel sheet piling wharf extension & dredging, Marine Agency Depot. *St Catharines Ont:* C A Maul Construction Ltd, construction of radio beacon bldg. *Timmins Ont:* Bedard-Girard Ltd, installation of airport lighting facilities. *Toronto Ont:* Toronto Drydock Co Ltd, *construction of steel landing barges. *Abbotsford B C:* Deitcher's Construction, construction of terminal facilities, Hangar No 2, Airport. *Patricia Bay B C:* Perini Pacific Ltd, clearing for visibility from Terminal Bldg, Airport. *Prince George B C:* Wirtanen Electric Co Ltd, installation of runway lighting, Airport. *Vancouver B C:* Howe Construction Co Ltd, construction of visual omni range, Westham Island; British Columbia Bridge & Dredging Co Ltd & Tide Bay Dredging Co Ltd, additional development (dredging), Airport.

STRIKES AND LOCKOUTS

Beginning with this issue, the monthly article on strikes and lockouts is being discontinued. More up-to-date information on strikes will be included in the "Current Manpower and Labour Relations Review" beginning with the June issue. The more noteworthy work stoppages will now be reported in the Current Review.

The table on the distribution of work stoppages by industry that accompanied the monthly article in this space will now appear as Table G-2 at the back of the book. A new Table G-3 will replace the table showing work stoppages by province that also appeared in this space. The former Table G-2 has been renumbered G-4.

Alberta Establishes Separate Department of Labour

An Act to Establish the Department of Labour, the second piece of legislation designed to divide the existing Department of Industries and Labour into two separate departments each with its own minister, was passed by the Alberta Legislature early last month.

Functions of the Minister of Labour listed in the Act include: administration of laws affecting labour and management, maintenance of proper relations between employers and employees, and measures for the training of workmen in accordance with any approved training plan.

Their survey indicates that 91 per cent of Canadian companies contacted have regular coffee-drinking periods designated, compared with 79 per cent of the companies interviewed in the U.S.

The majority of office workers in both countries now have two coffee breaks a day rather than one, and in each case are given 15 minutes to drink their coffee.

Employers, the Association reports, except for about 3 per cent, seem to like the coffee-break for its morale value.

One firm interviewed has had coffee-breaks for 40 years, while four other firms reported that coffee has been served to the employees for 35 years.

Coffee-Break More Popular in Canada Than in U.S.

The coffee-break is more popular in Canada than in the United States, where it apparently originated, according to a special report on the subject by the National Office Management Association, Montreal.

Decisions of Umpire

(Continued from page 508)

Consequently, I find that the claimants participated in the labour dispute which caused the stoppage of work by reason of which they lost their employment and accordingly dismiss their appeals.

PRICES AND THE COST OF LIVING

Consumer Price Index, April 1959

The consumer price index (1949=100) decreased 0.1 per cent from 125.5 to 125.4 between March and April 1959 to stand at virtually the level of April last year, 125.2.* This decline was due entirely to a further drop in foods of 0.6 per cent; each of the other four group indexes recorded increases.

The decline was the fifth in a row since November 1958, when the index reached an all-time high of 126.3.

The decrease in the food index from 120.0 to 119.3 was almost entirely attributable to lower prices for all types of meat and poultry, with beef prices down a further 2 cents a pound. Only a few slight increases were reported among food items, including eggs, canned fruits, and apples.

The shelter index rose from 140.3 to 140.5 as both the home-ownership and rent components advanced. The fractional increase of 0.1 per cent in the rent index occurred after four successive months in which it was unchanged.

The clothing index moved from 109.4 to 109.6 largely as a result of some women's clothing items changing from sale price levels. Men's and children's wear were both unchanged as minor price changes on a number of items were offsetting. Increases in women's shoes and men's work boots moved the footwear index fractionally.

The household operation index increased from 122.3 to 122.6, reflecting mainly the effect of introductory prices on new 1959 appliance models compared with year-end prices on 1958 models. The appliance group index was somewhat below the level of a year ago. A scatter of price increases occurred in the utensils and equipment group on such items as glassware, brooms, and alarm clocks.

A rise of 0.2 per cent in other commodities and services, from 133.4 to 133.7, reflected higher doctors' and dentists' fees and increases in prepaid health care in a number of centres. Gasoline prices were lower in a number of cities.

Prices entering the April index were collected early in the month and do not reflect tax changes resulting from the Budget, brought down on April 9.

Group indexes one year earlier (April 1958) were: food 123.4, shelter 137.6,

clothing 109.8, household operation 121.3, and other commodities and services 130.1.

City Consumer Price Indexes, March 1959

Consumer price indexes (1949=100) declined in six of the ten regional cities between the beginning of February and the beginning of March, were unchanged in three and increased in the remaining one.†

The five cities for which the indexes declined were Winnipeg, Vancouver—decreases of 0.5 per cent in these two centres were the largest—Halifax, Ottawa, and Toronto. Indexes were unchanged in Saint John, Montreal and Edmonton-Calgary, and higher in St. John's.

Food indexes declined in nine of the ten regional cities; only the index for St. John's increased. Shelter indexes, reflecting continuing steadiness in rents, were unchanged in nine cities, rising fractionally in Montreal. Clothing indexes were higher in most cities, with some prices up from sale prices in previous months as well as new spring lines up from the end of the season last year. Household operation indexes were up in seven cities, down in two and unchanged in one. Furniture prices increased from January-February sale prices. Coal and fuel oil prices increased in Montreal. A number of household supplies and services, including laundry soap and soap flakes, were up in a number of cities. Telephone rates increased in Montreal. The other commodities and services indexes were up in four cities, down in four cities and unchanged in the remaining two. New passenger car prices were down in most cities but repairs and servicing were generally higher. Local transportation prices rose in Regina and interurban bus fares were higher in Toronto and Ottawa.

Regional consumer price index point changes between February and March were as follows: Vancouver -0.7 to 127.0; Winnipeg -0.6 to 122.6; Toronto -0.3 to 128.2; Saskatoon-Regina -0.3 to 122.1; Halifax -0.2 to 125.0; Ottawa -0.2 to 125.9; St. John's +0.2 to 113.4.* Saint John, Montreal and Edmonton-Calgary remained unchanged at 127.0, 126.2 and 122.2 respectively.

† See Table F-2 at back of book.

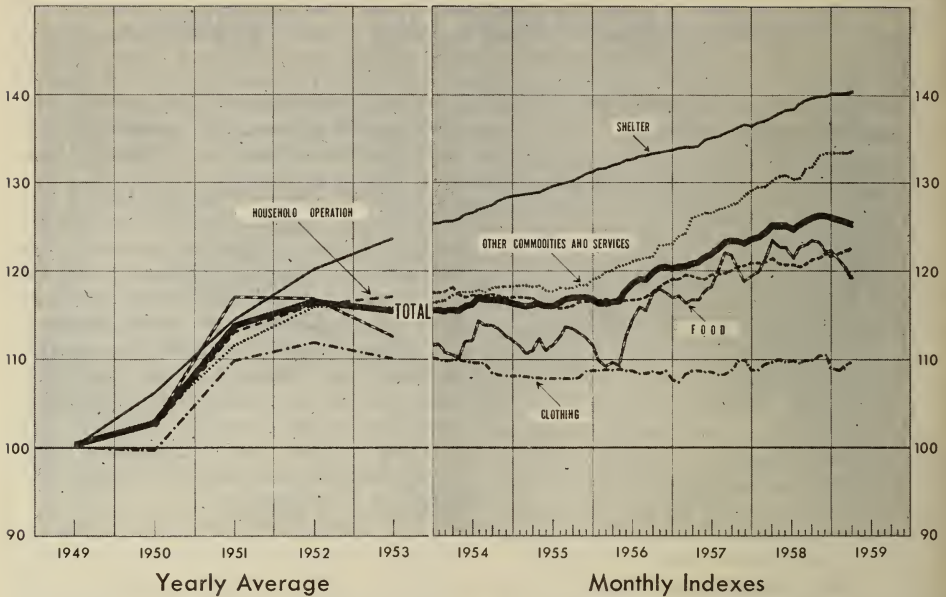
* On base June 1951=100.

* See Table F-1 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Wholesale Price Index, March 1959

Canada's general wholesale price index (1935-39=100) was unchanged between February and March at 230.8, which is 1.1 per cent above last year's March figure of 228.3. Increases in five of the major groups were offset by decreases in the remaining three.

Largest group increase was recorded by the non-ferrous metals group, which rose 1.1 per cent from 174.3 to 176.2. The chemical products group advanced a slight 0.2 per cent from 185.5 to 185.8. Negligible increases also occurred in the vegetable products group, from 198.7 to 199.3; iron and its products, from 254.9 to 255.3; and non-metallic minerals, 189.0 to 189.1.

The animal products group declined 0.7 per cent, moving from 255.8 to 254.0. The textile products group decline of 0.5 per cent from 227.5 to 226.4 was largely attributable to lower prices for miscellaneous fibre products, worsted wool cloth, and imported raw wool. The wood products group eased slightly by 0.1 per cent, from 304.6 to 304.2.

Wholesale Price Index, February 1959

The general wholesale index (1935-39=100) continued to advance in February, rising 0.5 per cent from 229.7 to 230.8, which is 1.4 per cent higher than February 1958, when it stood at 227.7.

Six of the major groups were higher; one, iron products, declined; and the remaining group, non-metallic mineral products, remained unchanged.

The wood products group recorded the largest increase, advancing 1.3 per cent from 300.6 to 304.6. After two successive declines, the non-ferrous metals group rose 1.2 per cent from 172.3 to 174.3. There was a 0.9-per-cent rise in the chemical products index, from 185.7 to 187.3. Vegetable products rose 0.5 per cent from 197.8 to 198.7; textile products, 0.2 per cent from 227.0 to 227.5; and animal products, 0.1 per cent from 255.6 to 255.8.

Iron products declined for the first time since May 1958, easing slightly by 0.2 per cent from 255.4 to 254.9.

Non-metallic mineral products remained unchanged at 189.0.

The index of Canadian farm products prices (1935-39=100) dropped from 217.7 to 214.8 between January and February. The decline reflected decreases in the field products index from 156.6 to 155.6, and in the animal products index from 278.7 to 274.0.

The eastern total dropped from 234.2 to 230.9 and the western total from 201.2 to 198.7.

The residential building materials price index (1949=100) rose 0.2 per cent between January and February, from 128.6 to 128.8. The non-residential building

materials price index showed an increase of 0.1 per cent, from 131.2 to 131.3.

U.S. Consumer Price Index, March 1959

The United States consumer price index (1947-49=100) was unchanged at 123.7 between mid-February and mid-March as declines in food prices offset fairly numerous small increases in other goods and services. The index has changed little during 11 months.

The March 1959 index is 0.3 per cent higher than that for March 1958, when it stood at 123.3.

U.K. Index of Retail Prices, February 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) dropped one tenth of a point between mid-January and mid-February, decreasing from 110.4 to 110.3. One year earlier it stood at 107.6.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 128.

Annual Reports

1. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Seventh Annual Report, Fiscal Year ending March 31, 1958*. Ottawa, Queen's Printer, 1958. Pp. 51.

2. GHANA. MINISTRY OF LABOUR. *Report for the Year 1955-56*. Accra, Government Printer, 1958. Pp. 74.

3. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1957-1958*. London, H.M.S.O., 1958. Pp. 21.

4. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1958*. London, H.M.S.O., 1958. Pp. 85.

5. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report of the Year ending March 31, 1958*. Fredericton [1959?] Pp. 45.

6. NEWFOUNDLAND FEDERATION OF FISHERMEN. *Fifth Annual Report, 1958*. St. John's, 1958. Pp. 96.

7. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Third Annual Report for the Fiscal Year ended March 31, 1958*. Charlottetown [1959?] Pp. 32.

8. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Eleventh Annual Report, Fiscal Year 1958*. Washington, G.P.O., 1959. Pp. 49.

9. U.S. SELECTIVE SERVICE SYSTEM. *Annual Report of the Director of Selective Service for the Fiscal Year 1958 to the Congress of the United States pursuant to*

the Universal Military Training and Service Act as amended. Washington, G.P.O., 1959. Pp. 104.

Automation

10. HARLE, ROBERT. *American Trade Unions and Automation*. Paris, OEEC, European Productivity Agency, 1958. Pp. 80.

This is the report of eleven European trade unionists, representing 8 countries, who visited the U.S.A. in 1957 to study the attitudes, actions and policies of American trade unions in respect of automation in commerce and industry.

11. SOUTHWELL, ERIC. *Application of Automation in Europe*. Paris, OEEC, European Productivity Agency, 1958. Pp. 50.

This study is based on visits to 33 factories in Great Britain, Holland, Germany, Belgium, and France. The author discovered that there has been no "second Industrial Revolution" as a result of automation. He discusses such topics as surplus labour, labour mobility, and redundancy as related to automation.

Civil Service

12. CANADA. CIVIL SERVICE COMMISSION. *Personnel Administration in the Public Service; a Review of Civil Service Legislation*. Ottawa, Queen's Printer, 1959. Pp. 160.

The principal recommendations of the Civil Service Commission dealt with organization of the Service; classification of positions; compensation and allowances; recruitment, selection, appointment and promotion; transfers; discipline; staff development, training and counselling; leave and hours of work; appeals; research; retirement, death benefits, health services and safety; staff relations; veteran's preference; language qualifications; and, exemptions from the Civil Service Act. The Commission's proposals are compared to the present act and regulations.

13. VAN RIPER, PAUL P. *History of the United States Civil Service*. Evanston, Ill., Row, Peterson, 1958. Pp. 588. Covers the period, 1789 to 1958.

Economic Conditions

14. CANADIAN AGRICULTURAL ECONOMICS SOCIETY. *The Comparison of Agricultural and Non-Agricultural Incomes; the Report of the First Canadian Agricultural Economics Society Workshop, June 18 to 22, 1956 at the Ontario Agricultural College, Guelph, Canada.* Ottawa [1956?] Pp. 63.

15. CONFERENCE ON RESEARCH AND DEVELOPMENT AND ITS IMPACT ON THE ECONOMY, WASHINGTON, D.C., 1958. *Proceedings of a Conference . . .* Washington, National Science Foundation, 1958. Pp. 223. Conference held May 20, 1958.

The four topics discussed at the Conference were: impact of research and development in the electronics industry, the construction industry, and the chemical industry; opportunity for basic research in industry; impact of research and development on the total economy; and, research and development in a dynamic economy.

16. FIRESTONE, OTTO JACK. *Canada's Economic Development, 1867-1953, with Special Reference to Changes in the Country's National Product and National Wealth.* London, Bowes & Bowes, 1958. Pp. 384.

"This study appraises Canada's economic growth from Confederation in 1867, to 1953, the material achievements of three generations and the problems they have had to overcome. The appraisal is carried out within the framework of the National Accounts."

17. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Relationship of Prices to Economic Stability and Growth. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-fifth Congress, Second Session pursuant to Sec. 5 (a) of Public Law 304 (79th Congress).* Continued December 15-18, 1958. Washington, G.P.O., 1959. Pp. 429-859.

Four subjects were discussed: "Employment Act objectives and the stabilization of prices; The analysis of the causes of price changes and of the effects of price changes on economic activity; Private pricing policies and the effects of public policies; Formulating public policies for economic stability and growth."

Employment Management

18. AMERICAN MANAGEMENT ASSOCIATION. *The Personnel Function: a Progress Report with a Section on the Problem Employee.* New York, c1958. Pp. 139.

Partial Contents: Applying the Scientific Method in Personnel Work, by D. J. Moffie. The Personnel Staff-Advise or Decide? By Charles W. Furlong. Looking Ahead in Employment Relationships, by Dale Yoder. The Line Approach to Industrial Communications, by A. S. Hatch. The Evolution of a Performance Appraisal Procedure in the CNR, by George N. Daffern. Job Evaluation: the Troublesome Cluster, by Jay L. Otis. The Problem Employee: Some Points of Confusion, by Frederick J. Gaudet. Dealing with Emotional Disturbances in Industry, by Samuel B. Kutash. Turning Emotional Handicaps into Assets through Job Change, by Arnold M. Kallen.

19. CANADIAN INDUSTRIAL TRAINER'S ASSOCIATION. *Proceedings, 12th Annual Conference, Ste. Adele, Que., May 15 and 16, 1958.* Montreal, 1958. Pp. 105.

Human Relations

20. BERTHON, J. *The Unions and Psychological Techniques.* Paris, OEEC, European Productivity Agency, 1958. Pp. 32.

Concerns the psychology of work and human relations.

21. LANDSBERGER, HENRY ADOLPH. *Hawthorne revisited. Management and the Worker: Its Critics, and Developments in Human Relations in Industry.* Ithaca, N.Y., Cornell University, 1958. Pp. 119.

Summarizes the book, "Management and the Worker; an account of a research program conducted by the Western Electric Company Hawthorne works, Chicago," by F. J. Roethlisberger and W. J. Dickson. Comments on criticisms of the book and of the human relations school, particularly of Elton Mayo. Finally, evaluates the criticism of the human relations school, stating that some of it is undeserved.

Industrial Relations

22. BLUMER, HERBERT. *The Rationale of Labor-Management Relations.* San Juan, Labor Relations Institute, College of Social Sciences, University of Puerto Rico, 1958. Pp. 55.

Consists of three lectures on collective bargaining and the labor strike given to the Labor Relations Institute of the University of Puerto Rico in the winter semester of 1956.

23. LABOR-MANAGEMENT CONFERENCE, WEST VIRGINIA UNIVERSITY. 8th, 1958. *Proceedings of the Eighth Annual Labor-Management Conference, April 11-12, 1958.* Arranged in co-operation with the College of Commerce, the College of Law and the Department of Political Science. Morgantown, Institute of Industrial Relations, West Virginia University, 1958. Pp. 88.

The Conference consisted of three sessions on the following topics: the right-to-work laws; the implications of the investigations of the Senate Select Committee on Improper Activities in the Labor or Management Field (the McClellan Committee); and, effective preparation of grievances.

24. ONTARIO. LEGISLATIVE ASSEMBLY. SELECT COMMITTEE ON LABOUR RELATIONS. *Report.* Toronto [1958?] Pp. 64.

The Select Committee on Labour Relations examined and made recommendations on the Labour Relations Act of 1950.

25. VALLSTRAND, LENNART. *Industrial Democracy in a Swedish Pottery Factory.* Paris, OEEC, European Productivity Agency, 1956. Pp. 16.

Describes the activities of a works council at the Gustavsberg Pottery Factory in Sweden.

26. VALLSTRAND, LENNART. *Works Councils in Sweden, History—Organization—Activities.* Paris, OEEC, European Productivity Agency, 1956. Pp. 15.

In Sweden, by 1953, there were about 3,500 Works Councils representing almost 700,000 workers.

Industry

27. HORNBY, WILLIAM. *Factories and Plant*. London, HMSO and Longmans Green, 1958. Pp. 421.

One of the books in the series, History of the Second World War; United Kingdom civil series. Describes the growth of the armament industry in Great Britain with special emphasis on the period, 1939 to 1945.

28. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Production Costs Here and Abroad; a Comparative Study of the Experience of American Manufacturers*, by Theodore R. Gates, assisted by Fabian Linden. New York, c1958. Pp. 136.

Presents 192 sets of comparable costs from 20 foreign countries. Touches on such topics as productivity, tax burdens, composition of the average production cost dollar, and fringe benefits.

Industry—Location

The following seven reports were published by the Alberta Industrial Development Branch, Dept. of Economic Affairs, in Edmonton in 1958.

29. *Survey of Beaverlodge*. Rev. 1958. Pp. 14.

30. *Survey of Fairview*. Rev. 1958. Pp. 16.

31. *Survey of Fort Macleod*. Pp. 19.

32. *Survey of Grimshaw*. Rev. 1958. Pp. 11.

33. *Survey of Hythe*. Rev. 1958. Pp. 11.

34. *Survey of Spirit River*. Rev. 1958. Pp. 15.

35. *Survey of Stettler*. Rev. 1958. Pp. 18.

Labour Laws and Legislation

36. COMMERCE CLEARING HOUSE. *Operating under Federal Labor Relations Law: the Law's Aims, What the Law covers, Representation of Employees, Practices declared "Unfair", Administration of the Law*. New York, 1958. Pp. 84.

"... This summary and explanation is based on the LMRA and its extensive interpretation by court and National Labor Relations Board decisions."

37. TOWN HALL, LOS ANGELES. *Report on Proposition No. 18, Initiative Constitutional Amendment entitled Employer-Employee Relations, to be submitted to the Electors of the State of California at the General Election, Tuesday, November 4, 1958*. Los Angeles, 1958. Pp. 50.

Proposition No. 18 was a so-called "right-to-work" law that "would prohibit agreements between employers and employee organizations that make membership or non-membership in a labour organization, or payments to such an organization, a condition of employment or continued employment..."

38. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Union Security; the Case against the*

"Right-to-work" Laws. Washington, 1958. Pp. 133.

Alleges that "a right-to-work law simply destroys union security". Quotes comments of opponents of right-to-work laws.

Labour Organization

39. INNS OF COURT CONSERVATIVE AND UNIONIST SOCIETY, LONDON. *A Giant's Strength; Some Thoughts on the Constitutional and Legal Position of Trade Unions in England; a Study*. London, Christopher Johnson, c1958. Pp. 86.

Makes recommendations regarding strike, registration of unions and model rules, restrictive practices by workmen, inter-union disputes, and recognition of unions.

40. ROBERTS, BENJAMIN CHARLES. *The Trades Union Congress, 1868-1921*. London, Allen & Unwin, 1958. Pp. 408.

Labour Supply

41. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *The Employment of Scientists and Engineers in Australia*. Melbourne, 1957. Pp. 29.

42. COTGROVE, STEPHEN F. *Technical Education and Social Change*. London, Allen & Unwin, 1958. Pp. 220.

Examines some of the reasons for the present shortage of trained technologists and technicians in England and Wales.

43. HUSSEY, MIRIAM. *Personnel Policies during a Period of Shortage of Young Women Workers in Philadelphia*. Philadelphia, Industrial Research Unit, Wharton School of Finance and Commerce, University of Pennsylvania, 1958. Pp. 48.

Describes ways in which management handled its labor-supply problems in industries in Philadelphia that depend mostly on women workers.

Labouring Classes

44. ASIAN REGIONAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANIZATION. 4th, NEW DELHI, 1957. *Record of Proceedings*. Geneva, International Labour Office, 1958. Pp. 211.

45. BLAIN, ISABEL. *Comments on the Job; Views of Employees in Six Companies. A Study... of Data collected by Institute Investigators during Employee Attitude Surveys*. London, National Institute of Industrial Psychology, 1958. Pp. 20.

The National Institute of Industrial Psychology conducted interviews with almost 1,700 employees. Comments were made on such topics as planning and control procedures, timing, time standards and time allowances, practice and policy relating to training, promotion and transfer, pay, responsibility and authority, etc.

46. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 11th, 1958. *Proceedings*. Albany, Matthew Bender & Co., 1958. Pp. 476.

Partial Contents: The International and the Local Union, by Sidney E. Cohn. The Union

and its Members: the Uses of Democracy, by Paul R. Hays. Problems of Federal-State Jurisdiction in Labor-Management Disputes, by Joseph Di Fele. Judicial Review of NLRB Representation Proceedings, by Benjamin B. Naumoff. Picketing and Injunctions, by David L. Benetar. The Hot Cargo Clause, by Herbert Burnstein. Arbitration under the Taft-Hartley Act, by Jay Kramer. Financing Unemployment Insurance under the Disability Benefit Law, by Joseph V. McCarthy.

47. FLEISCHMAN, HARRY. *We open the Gates; Labor's Fight for Equality*, by Harry Fleischman and James Rorty. New York, National Labor Service, 1958. Pp. 64.

A short account of how unions in the U.S. are fighting discrimination in employment.

48. INTERNATIONAL LABOUR OFFICE. *African Labour Survey*. Geneva, 1958. Pp. 712.

Some of the topics discussed in this book are economic and social conditions, manpower and development, productivity of labour, technical and vocational training, freedom of association, employers' and workers' associations, industrial disputes, wages and wage policy, recruitment and engagement of workers, working conditions, and labour legislation.

49. INTERNATIONAL LABOUR OFFICE. *Protection of Workers against Radiations*. Sixth Item on the Agenda. Geneva, 1958-1959. 2 Volumes.

At head of title: Report 6 (1)-(1). International Labour Conference. Forty-third session, Geneva, 1959.

Part 1 discusses the law and practice in various countries with respect to the protection of workers against radiations, along with a questionnaire relating to the establishment of an international instrument on the subject. Part 2 contains observations by member governments on various points and their replies to the questionnaire, and the proposed Conclusions which the Office drew up on the basis of the replies.

50. LABOR-MANAGEMENT CONFERENCE, RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. 10th, 1958. *Pension and Welfare Funds: Their Importance and Impact on our Society. Proceedings of the Tenth Annual Labor-Management Conference of the Institute of Management and Labor Relations . . . May 6, 1958*. New Brunswick, N.J., 1958. Pp. 76.

Deals with the administration and financial management of pension and welfare funds in the U.S.

51. LUTZ, B. *Work Study and Collective Agreements in the Metal Industry*. Paris, OEEC, European Productivity Agency, 1958. Pp. 118.

A survey of conditions in Austria, Belgium, France, Germany, Great Britain, The Netherlands, Sweden, Switzerland, and the U.S.A.

Management

52. FFORDE, JOHN STANDISH. *An International Trade in Management Skills; Being an Inquiry into the Provision of Certain British Managerial and Technical Services for the Operation of Industrial Enterprise in Underdeveloped Countries*. Oxford, B. Blackwell, 1957. Pp. 153.

Suggests how technical assistance can best be given to underdeveloped countries. The author prepared this originally as a report for the International Bank for Reconstruction and Development.

53. U.S. SMALL BUSINESS ADMINISTRATION. *Technical Aids for Small Business; Annual No. 2*. Ed. by J. Wade Rice. Washington, 1958. Pp. 118.

Occupations

54. ENGINEERING INSTITUTE OF CANADA. *Engineering Careers in Canada. 1958-9 Edition*. Montreal, 1958. Pp. 106.

55. U.S. BUREAU OF THE CENSUS. *Occupational Trends in the United States, 1900 to 1950*, by David L. Kaplan and M. Claire Casey. Washington, 1958. Pp. 29.

56. U.S. EMPLOYMENT SERVICE. *Job Guide for Young Workers . . . 1958-59 ed.* Washington, G.P.O., 1958. Pp. 66.

Unemployment

57. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Unemployment, Wages, and Inflation; a Discussion by the Conference Board Economic Forum and Guests held . . . New York City, October 7, 1958*. New York, 1958. Pp. 84.

At head of cover title: The Conference Board Economic Forum presents.

58. SPIVEY, CLINTON. *Experience Rating in Unemployment Compensation*. Urbana, University of Illinois, 1958. Pp. 95.

Experience rating means that an employer whose employment experience is stable contributes less to the State tax than an employer whose employment experience fluctuates. This study examines five different systems of experience rating in operation in the U.S. during the period, 1946 to 1955.

Women—Employment

59. U.S. WOMEN'S BUREAU. *Job-Finding Techniques for the College Women*. Washington, G.P.O., 1958. Pp. 9.

60. U.S. WOMEN'S BUREAU. *What's New about Women Workers? A Few Facts*. Rev. 1958. Washington, G.P.O., 1958. Pp. 7.

Miscellaneous

61. AMERICAN MANAGEMENT ASSOCIATION. *Techniques of Office Cost Control*. New York, c1959. Pp. 110.

Contains "factual 'how to' analyses by executives who have made significant gains in their own office operations."

62. ARNIM, VOLKMAR VON. *The World Tobacco Economy*. Geneva, Published under the auspices of the International Union of Food and Drink Workers' Associations, 1958. Pp. 76.

At head of title: World Institute of Economics at the University of Kiel.

63. COLE, MARGARET ISABEL (POSTGATE). *Robert Owen of New Lanark*. New York, Oxford University Press, 1953. Pp. 231.

Robert Owen was a "master cotton-spinner, philanthropist, factory reformer, educational pioneer, economist and social theorist, inspirer of the co-operative movement... and one-time leader of half a million Trade Unionists..."

64. NOVA SCOTIA. WORKMEN'S COMPENSATION COMMISSION. *Report*. Halifax, 1958. Pp. 193.

65. UNITED NATIONS. OFFICE OF PUBLIC INFORMATION. *The Universal Declaration*

of Human Rights, a Standard of Achievement. New York, 1958. Pp. 36.

66. U.S. BUREAU OF LABOR STANDARDS. *Occupational Health Hazards, Their Evaluation and Control*. Washington, G.P.O., 1958. Pp. 36.

Lists occupational health hazards and types of exposures and suggests how to control them.

U.S. Report Analyzes New Trends In State Minimum Wage Laws

New trends in minimum-wage activity are analyzed in a publication released last month by the U.S. Department of Labor's Women's Bureau. The report, entitled "State Minimum-Wage Laws and Orders," covers the period July 1, 1942 to July 1, 1958. In addition to discussing new trends, it summarizes the history of state minimum-wage legislation since 1912, when Massachusetts enacted the first such law in the United States. A total of 31 states, the District of Columbia, Hawaii, and Puerto Rico have minimum-wage legislation.

States which recently have enacted a minimum-wage law for the first time are Vermont, which passed its law in 1957, and Idaho, New Mexico, and Wyoming, which enacted legislation in 1955. Other recent activity has included the revision upwards of rates in 24 of the jurisdictions which earlier passed minimum-wage legislation.

A new development of recent years has been the increasing establishment of overtime pay rates for work beyond the customary work-week. In Alaska and Hawaii, the payment of such overtime rate after 40 hours is required by the law itself. Similar overtime provisions are established by industry wage orders in some states. This practice, the report notes, indicates the value of the wage board procedure in maintaining a close relationship between minimum-wage provisions and industry practice. The basic minimum wage is now geared to a 40-hour work-week or an eight-hour day in one or more wage orders in California, Colorado, the District of Columbia, New Jersey, New York, Oregon, and Pennsylvania.

Another new trend in minimum-wage activity has been the establishment of a minimum rate in the statute itself and in some areas the accompanying provision for wage board action for individual industries.

The Alaska law sets a rate of \$1.25 an hour; and laws in Connecticut, Massachusetts, Nevada, Rhode Island, Hawaii, and Puerto Rico have hourly rates of \$1. The highest minimum rate set by wage board procedure is \$1.25 for employees of beauty shops in Connecticut; the basic minimum-wage rate in a number of wage orders is \$1 an hour.

A continuing trend in the minimum-wage field has been extension of coverage by statute to include men as well as women and minors, an action first taken by Connecticut in 1939. Today, both men and women are covered by minimum-wage laws in 10 states, Hawaii and Puerto Rico. Originally, however, minimum-wage laws in this country were designed to give protection to women, or to women and minors, and states continue to give major attention to the large woman-employing trade and service industries.

The Women's Bureau's new publication, presented in three sections, is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., at the following prices: Part I, Historical Development and Statutory Provisions (75c. per copy); Part II, Analysis of Rates and Coverage (60c. per copy); and Addendum on Puerto Rico (20c. per copy).

Japanese Parliament Approves First Minimum Wage Law

The first minimum wage law in Japan was adopted by the Diet (Parliament) on April 7 when final approval was given to the Bill by the upper house.

Under the new measure, wage agreements are to be worked out in various industries by employers and workers, with the terms to be enforced by law.

The Bill had been opposed by trade unions, who recommended in its stead a flat national minimum wage covering all enterprises.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 21, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,684	107	419	1,735	2,245	1,027	551
Agricultural.....	626	*	47	131	152	272	21
Non-Agricultural.....	5,458	104	372	1,604	2,093	755	530
Males.....	4,573	89	326	1,300	1,649	789	420
Agricultural.....	594	*	46	128	141	256	20
Non-Agricultural.....	3,979	86	280	1,172	1,508	533	400
Females.....	1,511	18	93	435	596	238	131
Agricultural.....	32	*	*	*	11	16	*
Non-Agricultural.....	1,479	18	92	432	585	222	130
All Ages.....	6,684	107	419	1,735	2,245	1,027	551
14—19 years.....	545	13	39	198	174	87	34
20—24 years.....	760	15	53	250	257	128	57
25—44 years.....	2,846	50	180	798	1,075	471	272
45—64 years.....	1,716	27	128	440	652	300	169
65 years and over.....	217	*	19	49	87	41	19
<i>Persons with Jobs</i>							
All status groups.....	5,547	74	368	1,526	2,101	975	503
Males.....	4,088	57	277	1,113	1,522	742	377
Females.....	1,459	17	91	413	579	233	126
Agricultural.....	608	*	44	127	146	269	20
Non-Agricultural.....	4,939	72	324	1,399	1,955	706	483
Paid Workers.....	4,495	63	293	1,274	1,798	639	428
Males.....	3,167	49	210	891	1,268	437	312
Females.....	1,328	14	83	383	530	202	116
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	537	33	51	209	144	52	48
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,398	160	470	1,507	1,797	939	525
Males.....	1,155	51	111	301	348	215	129
Females.....	4,243	109	359	1,206	1,449	724	396

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended February 21, 1959		Week Ended January 17, 1959		Week Ended February 15, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	567	546	565	536	585	560
Without Jobs.....	537	518	538	512	563	539
Under 1 month.....	88	—	130	—	96	—
1—3 months.....	254	—	257	—	299	—
4—6 months.....	131	—	93	—	130	—
7—12 months.....	41	—	37	—	29	—
13—18 months.....	13	—	13	—	*	—
19—and over.....	10	—	*	—	*	—
Worked.....	30	28	27	24	22	21
1—14 hours.....	12	12	*	*	*	*
15—34 hours.....	18	16	18	16	13	13

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630

(1) Total includes 3,883 whose destination is not specified.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total ³
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1958—Total....	537	4,759	1,671	297	1,131	275	2,363	4,289	678	16,180
1958—Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	467.1	1,024.0	163.5	1,277.1
Mar.....	48.5	389.8	130.3	.....	.....	.....	.....	.....	.....	1,283.2
Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,405.3
Oct.....	43.2	400.0	142.9	.....	.....	.....	.....	.....	.....	1,389.8
Nov.....	43.1	401.7	142.0	91.3	278.5	70.0	619.4	1,112.4	174.1	1,385.5
Dec.....	42.1	393.7	139.6	.....	.....	.....	.....	.....	.....	1,359.0
1959—Jan.....	45.7	400.0	137.1	.....	.....	.....	.....	.....	.....	1,351.0
Feb.....	46.1	401.8	137.7	.....	.....	.....	.....	.....	.....	1,360.1

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

C—Employment, Hours and Earnings

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,588,200.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100)				Index Numbers (1949=100)			
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
				\$				\$
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
January.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
February.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
March.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
April.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
May.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
June.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.0	168.3	72.29	107.5	185.0	170.9	75.13

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1959	Dec. 1958	Jan. 1958	Jan. 1959	Dec. 1958	Jan. 1958
PROVINCES						
Newfoundland.....	110.6	112.5	108.4	60.77	60.80	61.67
Prince Edward Island.....	101.8	115.6	94.2	54.82	51.16	52.71
Nova Scotia.....	93.8	94.6	92.3	59.26	54.93	58.44
New Brunswick.....	98.4	100.5	93.8	59.74	58.88	57.63
Quebec.....	111.8	114.4	113.2	69.63	66.10	66.64
Ontario.....	116.6	118.0	117.0	75.34	71.47	72.08
Manitoba.....	105.9	107.9	103.9	67.86	66.24	64.87
Saskatchewan.....	118.9	123.1	114.4	68.36	68.25	66.48
Alberta (including Northwest Territories).....	144.4	148.4	142.2	74.44	71.99	71.56
British Columbia (including Yukon).....	107.9	110.9	106.9	78.08	74.35	73.59
Canada.....	113.7	115.8	113.7	72.29	68.91	69.25
URBAN AREAS						
St. John's.....	129.3	125.7	115.6	49.72	49.84	50.79
Sydney.....	86.8	90.2	91.1	71.96	60.94	75.00
Halifax.....	116.8	119.8	116.5	58.88	56.28	55.87
Moncton.....	93.2	98.1	97.9	57.19	54.96	54.43
Saint John.....	106.6	102.9	99.7	54.05	53.63	51.96
Chicoutimi—Jonquiere.....	105.1	112.5	.....	85.30	82.96	.....
Quebec.....	102.9	104.3	103.5	60.21	57.25	57.86
Sherbrooke.....	97.4	97.9	99.0	58.12	54.18	56.30
Shawinigan.....	94.3	95.1	116.5	78.68	77.02	73.57
Three Rivers.....	106.1	104.1	108.2	66.43	58.70	64.02
Drummondville.....	77.6	78.0	72.7	61.74	57.46	58.03
Montreal.....	118.1	119.5	118.9	71.04	66.76	67.68
Ottawa—Hull.....	118.6	123.7	114.4	66.48	63.24	63.20
Kingston.....	106.6	108.2	112.2	69.95	69.00	63.46
Peterborough.....	98.2	99.3	101.5	82.15	75.58	77.33
Oshawa.....	178.9	180.9	168.9	89.84	84.29	77.08
Toronto.....	129.5	131.8	128.7	75.74	72.25	72.67
Hamilton.....	105.8	106.6	107.5	80.01	75.81	74.90
St. Catharines.....	106.0	104.1	112.4	83.26	74.63	79.12
Niagara Falls.....	94.0	95.6	107.6	77.42	74.77	78.15
Brantford.....	89.0	88.1	86.0	69.28	64.64	65.48
Guelph.....	120.4	122.3	117.7	66.50	60.96	63.46
Galt.....	108.5	108.3	110.6	65.45	60.76	61.18
Kitchener.....	114.5	116.1	109.6	68.61	62.40	63.99
Sudbury.....	125.9	71.3	142.0	84.58	69.26	86.60
Timmins.....	92.4	93.7	.....	65.83	62.57	.....
London.....	118.7	118.8	116.6	68.07	64.76	64.79
Sarnia.....	121.3	124.0	131.7	94.66	89.51	89.75
Windsor.....	72.5	79.1	74.2	80.22	73.37	74.03
Sault Ste. Marie.....	135.0	139.0	127.4	91.38	86.52	86.40
Ft. William—Pt. Arthur.....	105.3	111.8	107.0	72.53	70.65	70.36
Winnipeg.....	106.1	109.8	103.1	65.13	62.95	62.34
Regina.....	122.7	122.0	114.9	64.71	64.06	62.95
Saskatoon.....	125.4	129.3	120.6	64.39	63.55	61.63
Edmonton.....	170.0	177.4	168.1	68.95	66.40	66.73
Calgary.....	160.9	164.9	151.6	68.98	67.11	67.21
Vancouver.....	112.8	113.9	111.7	77.34	74.64	72.28
Victoria.....	111.7	118.1	112.2	70.07	67.53	67.24

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1959	Dec. 1958	Jan. 1958	Jan. 1959	Dec. 1958	Jan. 1958
Mining	122.4	115.4	126.2	89.46	84.13	87.52
Metal mining	137.3	123.3	137.9	90.66	87.40	89.95
Gold	72.6	72.9	74.6	73.39	71.35	72.97
Other metal	197.6	170.3	197.0	96.57	93.81	95.96
Fuels	102.6	102.7	111.4	90.56	82.62	86.78
Coal	54.0	55.5	61.2	70.19	58.59	68.40
Oil and natural gas	293.7	288.3	294.6	105.30	100.81	100.73
Non-metal	114.3	117.2	118.3	80.01	72.43	76.70
Manufacturing	107.5	105.8	107.9	75.13	70.91	71.61
Durable goods	112.0	111.4	115.2	80.72	75.82	76.53
Non-durable goods	103.6	102.8	101.7	69.95	66.35	66.85
Food and beverages	103.3	104.6	100.2	67.62	65.25	64.40
Meat products	130.0	129.8	123.1	75.81	73.08	72.48
Canned and preserved fruits and vegetables	73.8	74.1	71.6	63.61	59.38	61.69
Grain mill products	103.0	104.5	100.8	72.10	68.75	68.61
Bread and other bakery products	107.4	108.9	106.9	64.51	63.94	61.21
Distilled and malt liquors	98.4	102.9	100.4	86.91	85.58	81.23
Tobacco and tobacco products	115.7	108.9	104.7	64.74	61.76	63.80
Rubber products	102.0	98.6	100.8	77.81	71.95	72.11
Leather products	87.4	84.7	85.5	52.06	44.69	49.67
Boots and shoes (except rubber)	94.3	90.4	91.1	49.86	41.48	47.13
Textile products (except clothing)	79.1	78.2	78.5	60.32	56.43	56.80
Cotton yarn and broad woven goods	77.0	75.6	79.1	55.43	51.77	51.70
Woolen goods	57.5	57.8	59.4	57.93	54.14	54.78
Synthetic textiles and silk	81.7	80.6	81.3	67.26	66.43	63.90
Clothing (textile and fur)	92.1	87.3	90.6	48.33	41.42	46.11
Men's clothing	91.9	87.6	94.5	47.29	39.94	45.26
Women's clothing	100.6	91.1	95.8	50.38	41.19	48.35
Knit goods	77.5	76.2	75.4	47.18	42.27	44.91
Wood products	98.0	97.4	94.2	64.33	58.09	61.17
Saw and planing mills	98.2	97.4	92.2	66.68	59.77	63.59
Furniture	108.0	107.1	106.4	61.54	56.37	58.37
Other wood products	78.3	79.1	80.6	57.77	52.80	55.19
Paper products	118.3	120.4	111.5	86.59	82.16	83.44
Pulp and paper mills	118.3	120.6	109.2	92.96	83.73	90.15
Other paper products	118.2	119.9	117.1	70.92	65.97	67.87
Printing, publishing and allied industries	118.2	118.4	119.3	80.40	77.55	75.99
Iron and steel products	102.9	102.4	105.1	84.61	79.11	79.65
Agricultural implements	68.2	65.5	65.9	82.03	82.18	79.32
Fabricated and structural steel	156.1	151.7	159.9	84.71	78.24	82.80
Hardware and tools	95.8	95.9	92.4	75.70	71.42	72.26
Heating and cooking appliances	95.7	93.1	94.2	73.15	67.46	68.77
Iron castings	94.5	94.9	100.1	81.30	74.49	76.09
Machinery industrial	109.3	109.3	109.1	82.20	78.88	80.35
Primary iron and steel	109.7	110.0	109.1	97.91	94.53	91.09
Sheet metal products	100.2	99.7	98.5	82.41	74.57	76.88
Transportation equipment	118.9	119.4	127.1	85.40	80.99	79.01
Aircraft and parts	353.7	355.7	371.1	89.90	86.24	85.96
Motor vehicles	102.2	109.0	97.3	95.13	87.76	80.97
Motor vehicles parts and accessories	108.6	106.9	100.0	84.40	76.21	78.16
Railroad and rolling stock equipment	66.0	64.5	84.0	75.74	74.82	72.75
Shipbuilding and repairing	121.1	118.2	144.6	76.59	73.11	73.73
Non-ferrous metal products	120.8	114.4	127.6	84.83	82.17	83.72
Aluminum products	127.3	130.1	124.5	81.71	77.61	79.30
Brass and copper products	110.0	107.1	97.9	78.53	77.30	74.20
Smelting and refining	133.7	120.9	158.2	93.75	92.19	91.66
Electrical apparatus and supplies	131.1	131.6	140.1	80.27	76.47	77.02
Heavy electrical machinery	109.6	111.3	145.7	85.91	83.66	80.94
Telecommunication equipment	203.8	204.9	226.1	78.85	74.51	73.82
Non-metallic mineral products	129.6	131.0	121.2	78.82	72.68	74.36
Clay products	93.3	98.6	90.0	72.25	68.89	70.33
Glass and glass products	140.5	142.6	130.4	77.67	70.46	71.94
Products of petroleum and coal	136.0	137.4	137.7	108.09	107.39	101.60
Chemical products	127.9	127.5	132.9	85.58	84.63	82.47
Medicinal and pharmaceutical preparations	116.9	116.2	117.9	76.23	74.26	73.29
Acids, alkalis and salts	138.9	140.4	149.5	97.31	98.47	92.01
Miscellaneous manufacturing industries	120.2	119.9	113.7	66.95	62.52	63.74
Construction	105.2	108.0	105.9	75.50	65.31	75.47
Building and general engineering	106.8	108.2	112.9	81.34	68.02	82.25
Highways, bridges and streets	102.6	107.7	94.8	65.73	60.95	62.54
Electric and motor transportation	123.9	124.9	120.4	76.77	73.40	71.87
Service	131.1	131.8	128.3	49.50	48.63	47.14
Hotels and restaurants	120.3	122.0	118.8	40.07	39.77	38.43
Laundries and dry cleaning plants	109.7	110.7	111.5	42.47	40.80	41.84
Industrial composite	113.7	115.8	113.7	72.29	68.91	69.25

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	January 1959	December 1958	January 1958	January 1959	December 1958	January 1958
Newfoundland.....	37.8	36.7	39.1	1.63	1.69	1.63
Nova Scotia.....	40.3	37.7	39.7	1.53	1.54	1.49
New Brunswick.....	41.6	40.1	40.8	1.49	1.53	1.47
Quebec.....	41.6	37.7	41.0	1.51	1.53	1.48
Ontario.....	40.4	37.1	39.5	1.80	1.79	1.73
Manitoba.....	39.9	37.3	40.1	1.61	1.63	1.53
Saskatchewan.....	39.3	37.5	38.8	1.85	1.86	1.76
Alberta ⁽¹⁾	39.9	38.5	39.4	1.80	1.81	1.75
British Columbia ⁽²⁾	38.4	35.4	36.9	2.07	2.07	1.98

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1959	Dec. 1958	Jan. 1958	Jan. 1959	Dec. 1958	Jan. 1958	Jan. 1959	Dec. 1958	Jan. 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.6	38.6	42.4	2.00	1.99	1.96	83.24	76.83	82.93
Metal mining.....	41.7	40.3	43.3	2.06	2.05	2.01	86.00	82.40	87.03
Gold.....	42.7	40.7	43.4	1.60	1.60	1.58	68.19	65.26	68.57
Other metal.....	41.3	40.1	43.2	2.24	2.24	2.17	92.72	89.91	93.83
Fuels.....	40.9	35.1	40.5	1.92	1.94	1.90	78.71	68.10	77.03
Coal.....	39.0	31.3	38.4	1.75	1.75	1.74	68.31	54.73	67.01
Oil and natural gas.....	43.9	41.3	44.2	2.17	2.19	2.14	95.50	90.38	94.59
Non-metal.....	42.0	37.5	41.7	1.81	1.78	1.75	76.23	66.91	73.14
Manufacturing	40.6	37.3	39.9	1.70	1.71	1.64	69.28	63.71	65.56
Durable goods.....	40.7	37.5	39.9	1.85	1.84	1.78	75.52	68.99	71.06
Non-durable goods.....	40.5	37.0	39.9	1.56	1.58	1.50	63.24	58.57	59.97
Food and beverages.....	40.3	37.8	39.9	1.53	1.55	1.46	61.74	58.47	58.21
Meat products.....	39.8	37.8	39.7	1.79	1.79	1.71	71.10	67.73	67.81
Canned and preserved fruits and vegetables.....	39.6	34.6	38.0	1.38	1.39	1.36	54.56	48.33	51.76
Grain mill products.....	41.2	38.3	41.0	1.62	1.63	1.55	66.71	62.58	62.47
Bread and other bakery products.....	42.3	41.6	42.0	1.39	1.39	1.31	58.58	57.94	54.94
Distilled liquors.....	39.9	35.9	39.9	1.84	1.82	1.75	73.30	65.47	69.90
Malt liquors.....	38.5	39.2	38.9	2.12	2.12	1.98	81.39	83.17	76.83
Tobacco and tobacco products.....	39.2	36.0	40.5	1.52	1.55	1.47	59.43	55.85	59.45
Rubber products.....	41.6	36.4	39.9	1.75	1.76	1.67	72.67	64.19	66.67
Leather products.....	41.9	34.5	40.7	1.15	1.16	1.13	48.33	39.87	45.99
Boots and shoes (except rubber).....	42.1	33.9	40.6	1.11	1.09	1.08	46.64	37.07	43.81
Textile products (except clothing).....	42.3	38.9	40.8	1.28	1.27	1.23	54.28	49.28	50.35
Cotton yarn and broad woven goods.....	40.1	36.8	38.4	1.27	1.26	1.22	50.73	46.23	46.81
Woolen goods.....	44.0	40.8	42.2	1.20	1.19	1.16	52.89	48.47	49.17
Synthetic textiles and silk.....	44.8	43.2	43.0	1.35	1.37	1.32	60.65	59.10	56.85
Clothing (textile and fur).....	39.2	32.7	38.0	1.10	1.09	1.08	43.27	35.77	40.93
Men's clothing.....	38.6	31.6	37.4	1.11	1.10	1.08	42.93	34.91	40.58
Women's clothing.....	38.1	30.0	37.2	1.17	1.15	1.14	44.46	34.64	42.45
Knit goods.....	41.1	36.2	39.5	1.04	1.03	1.02	42.62	37.36	40.45
*Wood products.....	41.5	36.3	39.9	1.48	1.48	1.44	61.61	53.72	57.66
Saw and planing mills.....	41.0	35.6	39.2	1.59	1.58	1.56	65.14	56.36	61.11
Furniture.....	42.0	37.3	40.8	1.36	1.36	1.31	57.18	50.64	53.57
Other wood products.....	42.9	37.9	41.2	1.24	1.24	1.21	53.10	46.88	49.93
Paper products.....	40.7	38.0	40.6	1.98	1.98	1.89	80.61	75.08	76.86
Pulp and paper mills.....	40.8	38.4	40.9	2.13	2.13	2.04	86.83	81.69	83.56
Other paper products.....	40.5	36.9	40.0	1.57	1.53	1.49	63.56	56.61	59.72
Printing, publishing and allied industries.....	39.0	37.5	38.7	2.02	2.01	1.93	73.83	75.43	74.65
*Iron and steel products	40.7	37.4	40.0	1.97	1.96	1.88	80.17	73.13	75.20
Agricultural implements.....	39.4	39.4	39.8	1.93	1.94	1.87	75.92	76.49	74.39
Fabricated and structural steel.....	39.7	36.3	40.9	1.92	1.89	1.86	76.29	68.55	75.87
Hardware and tools.....	40.9	38.1	40.3	1.70	1.69	1.66	69.74	64.31	66.78
Heating and cooking appliances.....	40.4	37.0	39.4	1.68	1.64	1.61	68.02	60.82	63.39
Iron castings.....	41.2	36.7	39.8	1.89	1.88	1.82	77.90	68.78	72.40
Machinery.....	41.3	36.1	40.5	1.84	1.81	1.76	76.03	65.16	71.20
Industrial.....	41.3	35.7	40.6	1.85	1.82	1.78	76.66	64.77	72.23
Primary iron and steel.....	40.4	39.0	39.5	2.32	2.32	2.20	93.85	90.44	87.06
Sheet metal products.....	40.6	36.0	39.6	1.92	1.87	1.82	75.95	67.49	71.95
*Transportation equipment	40.2	37.9	39.2	1.98	1.95	1.86	79.72	74.07	72.99
Aircraft and parts.....	41.2	39.1	40.8	2.00	1.97	1.92	82.39	77.25	78.13
Motor vehicles.....	40.2	37.0	35.2	2.21	2.12	1.99	88.69	78.62	70.15
Motor vehicle parts and accessories.....	40.7	35.9	39.0	1.95	1.93	1.86	79.30	69.37	72.50
Railroad and rolling stock equipment.....	39.2	39.0	39.4	1.87	1.86	1.80	73.32	72.60	70.92
Shipbuilding and repairing.....	39.6	37.6	40.2	1.89	1.87	1.81	74.91	70.39	72.60
*Non-ferrous metal products	40.0	37.9	40.0	1.98	1.96	1.95	79.12	74.16	77.92
Aluminum products.....	40.3	37.7	40.8	1.73	1.71	1.64	69.58	64.51	66.79
Brass and copper products.....	40.1	39.3	39.0	1.83	1.82	1.75	73.32	71.72	68.33
Smelting and refining.....	39.9	37.8	40.2	2.21	2.21	2.14	88.35	83.70	86.07
*Electrical apparatus and supplies	40.3	37.4	39.9	1.76	1.74	1.70	70.87	65.29	67.79
Heavy electrical machinery and equipment.....	40.0	37.9	39.7	1.94	1.95	1.91	77.78	73.94	75.91
Refrigeration and communication equipment.....	40.1	36.7	39.6	1.61	1.59	1.52	64.62	58.17	60.31
Refrigerators, vacuum cleaners and appliances.....	41.4	35.9	39.9	1.76	1.74	1.73	73.05	62.66	69.07
Wire and cable.....	39.8	35.4	41.1	1.93	1.92	1.83	76.67	67.84	75.17
Miscellaneous electrical products.....	40.3	38.7	39.8	1.65	1.63	1.56	66.45	63.07	62.05
*Non-metallic mineral products	42.8	38.7	42.2	1.74	1.74	1.65	74.53	67.13	69.67
Clay products.....	41.6	39.6	42.3	1.61	1.61	1.54	66.87	63.72	64.97
Glass and glass products.....	43.2	38.5	42.7	1.74	1.71	1.60	75.23	65.77	68.11
Products of petroleum and coal.....	41.1	41.0	40.1	2.39	2.37	2.25	98.29	96.90	90.31
Chemical products.....	40.7	40.1	40.5	1.87	1.87	1.79	75.96	75.32	72.84
Medicinal and pharmaceutical preparations.....	40.3	39.0	40.7	1.42	1.40	1.39	57.39	54.66	56.65
Acids, alkalis and salts.....	41.0	41.8	41.0	2.16	2.17	2.05	88.50	90.81	85.89
Miscellaneous manufacturing industries.....	41.3	37.6	40.9	1.42	1.41	1.37	58.48	53.07	56.07
Construction	39.7	32.7	40.5	1.82	1.79	1.81	72.37	58.65	73.14
Building and general engineering.....	39.1	30.6	41.1	1.98	1.97	1.95	77.26	60.36	80.02
Highways, bridges and streets.....	40.7	36.7	39.3	1.55	1.51	1.48	63.02	55.48	58.16
Electric and motor transportation.....	44.6	42.4	43.4	1.72	1.73	1.65	76.84	73.32	71.52
Service	35.9	38.5	39.2	0.99	0.99	0.96	38.47	38.05	37.59
Hotels and restaurants.....	39.1	39.2	39.5	0.97	0.97	0.95	37.99	38.17	37.49
Laundries and dry cleaning plants.....	38.8	36.9	38.9	0.98	0.97	0.93	37.85	36.01	36.22

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
1958 January.....	39.9	1.64	65.56	157.1	123.4	127.3
February.....	40.0	1.65	66.12	158.4	123.7	128.1
March.....	40.4	1.66	66.98	160.5	124.3	129.1
April.....	40.4	1.66	67.23	161.1	125.2	128.7
May.....	40.7	1.67	68.05	163.0	125.1	130.3
June.....	40.5	1.67	67.47	161.6	125.1	129.2
July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January(1).....	40.6	1.70	69.28	166.0	126.1	131.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December, 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment(2)		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
April 1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
April 1, 1958.....	9,730	10,892	20,622	681,991R	171,048R	853,039R
May 1, 1958.....	17,323	13,174	30,497	581,032	165,375	746,407
June 1, 1958.....	15,172	14,677	29,849	443,407	156,591	599,998
July 1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959(1).....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959(1).....	11,740	13,399	25,139	611,941	169,636	781,577

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision. R—Revised.

(2) From December 1, 1958 registration figures during the seasonal benefit period do not include claimants for fishing benefits. As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
FEBRUARY 27, 1959⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				January 30, 1959	February 28, 1958		
Agriculture, Fishing, Trapping	384	133	517	+	181	+	117
Forestry	871	4	875	-	961	+	598
Mining, Quarrying and Oil Wells	605	55	660	+	273	-	6
Metal Mining	386	14	400	+	207	+	98
Fuels	91	23	114	+	7	-	138
Non-Metal Mining	2	3	5	-	23	-	49
Quarrying, Clay and Sand Pits	22	1	23	+	11	+	11
Prospecting	104	14	118	+	71	+	72
Manufacturing	2,175	1,930	4,105	+	392	+	576
Foods and Beverages	156	99	255	+	38	-	39
Tobacco and Tobacco Products	3	9	12	-	8	-	17
Rubber Products	17	20	37	-	10	+	14
Leather Products	42	134	176	+	27	+	54
Textile Products (except clothing)	69	91	160	+	30	+	37
Clothing (textile and fur)	77	837	914	+	35	+	104
Wood Products	296	42	338	+	81	+	142
Paper Products	87	37	124	+	20	-	10
Printing, Publishing and Allied Industries	113	102	215	+	54	+	38
Iron and Steel Products	386	143	529	+	51	+	14
Transportation Equipment	364	59	423	-	25	+	38
Non-Ferrous Metal Products	86	67	153	-	26	+	44
Electrical Apparatus and Supplies	157	100	257	+	52	+	16
Non-Metallic Mineral Products	84	31	115	+	23	+	54
Products of Petroleum and Coal	24	17	41	0	+	+	21
Chemical Products	120	89	209	+	45	+	15
Miscellaneous Manufacturing Industries	94	53	147	+	5	+	51
Construction	709	73	782	+	38	-	71
General Contractors	469	41	510	+	26	-	132
Special Trade Contractors	240	32	272	+	12	+	61
Transportation, Storage and Communication	373	259	632	-	199	+	60
Transportation	268	137	405	-	231	+	5
Storage	34	16	50	-	5	+	11
Communication	71	106	177	+	37	+	44
Public Utility Operation	119	29	148	+	65	+	32
Trade	1,557	1,744	3,301	+	415	+	722
Wholesale	513	469	982	+	109	+	178
Retail	1,044	1,275	2,319	+	306	+	544
Finance, Insurance and Real Estate	563	791	1,354	+	275	+	419
Service	2,206	5,954	8,160	+	785	+	1,749
Community or Public Service	232	1,186	1,418	+	91	+	165
Government Service	1,289	494	1,783	+	140	+	621
Recreation Service	31	51	82	+	2	-	5
Business Service	324	432	756	+	62	+	272
Personal Service	330	3,791	4,121	+	490	+	696
GRAND TOTAL	9,562	10,972	20,534	+	1,264	+	4,196

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT FEBRUARY 26, 1959⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,282	904	2,186	9,724	2,260	11,984
Clerical Workers.....	1,033	3,508	4,541	20,590	53,490	74,080
Sales Workers.....	1,118	764	1,882	8,883	23,196	32,079
Personal and Domestic Service Workers.	352	3,976	4,328	45,335	33,047	78,382
Seamen.....	2	.....	2	7,157	55	7,212
Agriculture, Fishing, Forestry (Ex. log.)..	351	30	381	6,972	1,033	8,005
Skilled and Semiskilled Workers.....	3,555	1,259	4,814	303,186	26,560	329,746
Food and kindred products (incl. tobacco).....	30	13	43	2,734	889	3,623
Textiles, clothing, etc.....	67	937	1,004	3,798	15,675	19,473
Lumber and lumber products.....	858	1	859	40,827	232	41,059
Pulp, paper (incl. printing).....	40	11	51	1,557	702	2,259
Leather and leather products.....	33	83	116	1,627	1,120	2,747
Stone, clay and glass products.....	8	.....	8	1,037	61	1,098
Metalworking.....	379	25	404	27,158	1,288	28,446
Electrical.....	114	15	129	5,084	1,541	6,625
Transportation equipment.....	12	1	13	1,897	46	1,943
Mining.....	147	.....	147	5,601	.....	5,601
Construction.....	416	.....	416	96,591	19	96,610
Transportation (except seamen).....	359	18	377	53,118	202	53,320
Communications and public utility.....	33	1	34	1,689	62	1,751
Trade and service.....	109	121	230	7,465	2,891	10,356
Other skilled and semiskilled.....	879	24	903	35,839	1,393	37,232
Foremen.....	44	8	52	6,876	426	7,302
Apprentices.....	27	1	28	10,288	13	10,301
Unskilled Workers.....	1,314	375	1,689	221,491	35,146	256,637
Food and tobacco.....	19	27	46	9,755	11,556	21,311
Lumber and lumber products.....	166	6	172	26,349	563	26,912
Metalworking.....	31	7	38	10,757	834	11,591
Construction.....	654	.....	654	117,146	4	117,150
Other unskilled workers.....	444	335	779	57,484	22,189	79,673
GRAND TOTAL.....	9,007	10,816	19,823	623,338	174,787	798,125

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 26, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	⁽¹⁾ Feb. 26, 1959	Previous Month Jan. 29, 1959	Previous Year Feb. 27, 1958	⁽¹⁾ Feb. 26, 1959	Previous Month Jan. 29, 1959	Previous Year Feb. 27, 1958
Newfoundland	275	217	201	29,489	29,210	31,758
Corner Brook	24	2	38	6,389	6,256	6,884
Grand Falls	7	4	6	2,574	2,641	3,372
St. John's	244	211	157	20,526	20,313	21,502
Prince Edward Island	64	95	68	6,101	5,918	6,252
Charlottetown	46	48	50	3,874	3,791	3,767
Summerside	18	47	18	2,227	2,127	2,485
Nova Scotia	614	591	772	40,702	36,630	37,716
Amherst	9	9	8	1,283	1,377	1,632
Bridgewater	18	19	12	2,499	2,392	2,436
Halifax	389	380	405	6,785	6,781	7,217
Inverness				1,460	1,433	1,525
Kentville	69	68	33	4,237	4,061	4,549
Liverpool	17	5	2	853	836	969
New Glasgow	18	19	22	5,065	4,951	5,247
Springhill				1,461	1,526	1,022
Sydney	13	14	213	11,070	7,227	6,610
Truro	10	19	18	2,034	2,150	2,364
Yarmouth	71	58	59	3,955	3,896	4,145
New Brunswick	513	760	644	40,509	38,725	41,654
Bathurst	26	25	16	6,995	6,784	7,535
Campbellton	17	36	27	3,165	2,726	3,839
Edmundston	4	4	11	3,152	2,779	3,652
Fredericton	105	123	99	2,602	2,462	2,871
Minto	40	35	4	804	673	1,071
Moncton	155	288	362	11,072	11,043	11,286
Newcastle	2	13	20	4,163	3,926	4,535
Saint John	117	179	91	3,263	3,227	3,852
St. Stephen	8	15	6	2,291	2,396	2,679
Sussex	39	31	5	767	798	866
Woodstock		11	3	2,235	1,911	2,468
Quebec	4,415	5,008	3,604	264,612	256,749	270,225
Alma	24	20	32	3,470	2,984	3,410
Asbestos	5	2	11	1,214	1,212	1,285
Beauharnois	27	19	16	1,725	1,860	1,649
Buckingham	13	8	8	1,880	1,591	1,508
Causapsaal	22	6	11	3,815	3,572	4,216
Chandler	2	11	1	2,879	2,661	3,118
Chicoutimi	54	186	35	3,540	3,140	3,237
Dolbeau	11	20	21	2,223	1,745	2,670
Drummondville	18	16	24	3,073	3,105	3,153
Farnham	20	14	11	1,547	1,519	1,569
Forestville	1	12	17	3,613	3,069	3,344
Gaspé	3	3	3	2,646	2,363	2,752
Granby	86	49	16	2,601	2,574	2,856
Hull	43	31	17	5,346	5,261	5,712
Joliette	47	53	65	5,674	5,347	5,709
Jonquière	9	27	25	3,958	3,785	3,595
Lachute	15	22	5	1,204	1,218	1,219
La Malbaie	17	17	26	3,584	3,203	3,475
La Tuque	297	987	123	1,476	1,373	1,251
Lévis	52	45	67	6,166	5,958	6,340
Louiseville	12	5	39	2,068	1,835	2,257
Magog	1		1	1,043	1,042	1,341
Maniwaki		20		1,479	1,136	1,828
Matane	10	6	2	5,406	5,054	5,864
Megantic	12	11	8	1,790	1,500	2,115
Mont-Laurier	1	1		1,556	1,203	1,727
Montmagny	6	12	9	2,776	2,318	3,373
Montreal	2,033	1,607	1,892	84,330	86,050	81,851
New Richmond	3	1	5	3,224	3,091	3,066
Port Alfred	1	3	2	1,978	1,441	2,171
Quebec	438	311	355	18,718	18,235	19,660
Rimouski	47	45	79	6,344	6,115	7,228
Rivière du Loup	12	64	14	7,526	6,560	8,382
Roberval	130	89	27	1,858	1,485	2,201
Rouyn	163	242	58	3,664	3,476	4,287
Ste. Agathe	6	8	9	1,821	1,604	1,700
Ste. Anne de Bellevue	27	27	14	1,698	1,753	1,764
Ste. Thérèse	22	23	19	3,053	3,101	2,849
St. Hyacinthe	50	451	32	2,974	3,337	3,146
St. Jean	56	43	45	2,665	2,833	2,523
St. Jérôme	22	28	34	2,673	2,659	2,624
Sept Îles	66	35	52	2,397	2,263	2,511
Shawinigan	9	9	13	6,946	6,664	6,559
Sherbrooke	146	120	88	6,641	6,653	7,490
Sorel	64	30	45	4,479	5,076	3,578
Theftord Mines	36	28	71	3,002	2,875	2,710
Trois-Rivières	147	121	97	7,673	7,665	7,875
Val d'Or	54	39	8	1,948	1,930	3,278

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 26, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) Feb. 26, 1959	Previous Month Jan. 29, 1959	Previous Year Feb. 27, 1958	(1) Feb. 26, 1959	Previous Month Jan. 29, 1959	Previous Year Feb. 27, 1958
Quebec—Cont'd.						
Valleyfield	19	22	17	3,465	3,448	3,287
Victoriaville	18	9	20	2,829	2,904	3,878
Ville St. Georges	38	50	15	4,954	3,903	5,034
Ontario	7,146	6,339	5,535	240,906	241,387	265,503
Amnrior	79	24	79	536	532	734
Barrie	28	27	19	1,717	1,685	1,796
Belleville	46	21	19	2,558	2,521	3,001
Bracebridge	90	43	35	1,845	1,729	1,894
Brampton	41	30	8	2,184	1,569	1,675
Brantford	71	91	59	2,822	2,896	3,935
Brockville	12	20	18	922	937	791
Carleton Place	15	7	8	570	673	538
Chatham	73	42	30	2,721	3,008	3,588
Cobourg	14	14	7	1,061	1,044	1,362
Collingwood	4	5	14	1,253	1,301	1,119
Cornwall	100	83	53	4,878	5,126	5,040
Fort Erie	3	6	2	919	987	1,023
Fort Frances	17	17	16	848	744	871
Fort William	142	102	101	3,746	3,751	3,592
Galt	68	69	40	1,666	1,742	2,224
Gananoque	2	5	2	550	510	570
Goderich	13	12	18	757	766	1,030
Guelph	55	46	49	2,369	2,060	2,896
Hamilton	621	542	430	18,156	18,224	20,604
Hawkesbury	15	14	8	1,504	1,504	1,627
Ingersoll	22	19	19	995	925	1,217
Kapuskasing	43	32	25	850	729	1,155
Kenora	7	19	11	1,004	1,025	1,208
Kingston	73	62	72	2,867	3,009	2,643
Kirkland Lake	48	82	66	1,978	1,867	1,804
Kitchener	90	82	78	3,024	3,319	4,545
Leamington	20	30	33	1,328	1,476	1,777
Lindsay	11	13	6	1,049	1,053	1,069
Listowel	28	25	17	570	603	701
London	504	444	287	6,180	6,704	6,667
Long Branch	122	104	65	5,250	4,697	5,171
Midland	12	10	7	1,819	1,842	1,803
Napanee	3	2	6	978	982	1,096
Newmarket	54	39	29	1,926	1,619	1,617
Niagara Falls	38	44	33	3,831	3,784	3,779
North Bay	20	9	16	2,736	2,610	3,151
Oakville	70	49	60	1,180	1,053	1,281
Orillia	21	21	30	1,555	1,558	1,703
Oshawa	44	54	27	4,432	4,197	5,239
Ottawa	648	664	630	8,183	8,253	8,581
Owen Sound	21	15	24	2,744	2,777	3,506
Parry Sound	3	2	3	807	806	590
Pembroke	35	69	76	2,507	2,551	2,787
Perth	17	16	19	919	954	955
Peterborough	61	70	86	4,192	4,154	4,836
Pictou	12	10	12	704	726	878
Port Arthur	106	106	108	5,992	5,510	5,711
Port Colborne	4	5	11	1,662	1,881	1,360
Prescott	12	13	16	1,469	1,483	1,536
Renfrew	3	.....	5	1,059	987	1,070
St. Catharines	95	76	62	5,723	5,885	6,533
St. Thomas	55	54	32	1,294	1,315	1,711
Sarnia	62	53	48	3,730	3,565	3,316
Sault Ste. Marie	152	180	151	3,440	3,491	3,902
Simcoe	6	18	56	1,692	1,725	1,934
Stouffville	6	8	22	253	268	284
Smiths Falls	16	16	18	663	710	687
Stratford	39	36	9	1,311	1,324	1,567
Sturgeon Falls	2	1	1	1,459	1,422	1,505
Sudbury	211	283	347	7,277	8,103	7,239
Timmins	80	52	52	2,863	2,546	2,793
Toronto	2,278	1,820	1,525	59,483	59,852	65,595
Trenton	41	33	40	1,232	1,324	1,307
Walkerton	37	30	39	1,045	1,059	1,112
Wallaceburg	4	4	5	1,025	1,078	966
Welland	22	20	28	3,057	3,185	4,064
Weston	173	151	125	4,652	4,074	3,519
Windsor	127	133	71	12,229	12,785	16,474
Woodstock	55	41	12	1,106	1,228	1,649
Manitoba	1,963	1,715	1,091	31,655	32,151	35,728
Brandon	189	121	159	3,199	3,129	3,538
Dauphin	7	7	10	2,164	2,260	2,311
Flin Flou	32	35	14	282	328	357
Portage la Prairie	54	24	39	1,601	1,589	1,866
The Pas	11	49	39	510	520	389
Winnipeg	1,670	1,479	830	23,899	24,328	27,267

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 26, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Feb. 26, 1959	Previous Month Jan. 29, 1959	Previous Year Feb. 27, 1958	(1) Feb. 26, 1959	Previous Month Jan. 29, 1959	Previous Year Feb. 27, 1958
Saskatchewan	869	630	707	25,946	25,737	26,682
Estevan.....	43	34	46	648	632	829
Moose Jaw.....	57	96	101	2,112	2,031	2,097
North Battleford.....	38	28	54	2,257	2,255	2,334
Prince Albert.....	54	38	51	3,050	2,975	3,081
Regina.....	295	161	187	6,260	6,363	6,475
Saskatoon.....	225	153	145	5,640	5,498	5,671
Swift Current.....	63	46	40	1,390	1,348	1,419
Weyburn.....	29	20	33	658	672	736
Yorkton.....	65	54	49	3,931	3,963	4,040
Alberta	2,377	1,981	1,960	37,336	37,772	41,868
Blairmore.....	35	13	3	680	722	923
Calgary.....	891	683	639	10,239	10,540	11,293
Drumheller.....	29	23	11	589	494	959
Edmonton.....	995	939	939	18,414	18,686	20,660
Edson.....	62	54	54	575	523	623
Lethbridge.....	177	122	93	3,576	3,530	3,695
Medicine Hat.....	115	79	185	1,678	1,650	1,918
Red Deer.....	73	68	36	1,585	1,627	1,797
British Columbia	1,587	1,384	1,266	80,869	87,080	96,825
Chilliwack.....	42	47	59	2,646	2,801	2,861
Courtenay.....	25	3	18	1,537	1,787	1,977
Cranbrook.....	5	15	16	1,250	1,358	1,805
Dawson Creek.....	10	8	18	1,655	1,681	1,800
Duncan.....	13	9	11	1,177	1,288	1,555
Kamloops.....	22	10	16	2,228	2,339	2,654
Kelowna.....	10	5	6	2,236	2,239	2,278
Kitimat.....	11	10	14	437	403	860
Mission City.....	34	22	8	1,522	1,659	1,925
Nanaimo.....	14	15	19	1,861	1,898	2,693
Nelson.....	19	3	19	1,703	1,664	1,937
New Westminster.....	156	133	139	10,571	11,859	11,205
Penticton.....	20	5	6	2,353	2,338	2,463
Port Alberni.....	22	21	15	1,122	1,185	1,604
Prince George.....	75	91	66	2,330	2,770	3,085
Prince Rupert.....	15	17	25	2,117	2,353	2,594
Princeton.....	4	1	.....	593	656	738
Trail.....	35	27	26	1,529	1,422	1,670
Vancouver.....	833	748	579	32,806	35,712	41,270
Vernon.....	27	10	30	2,880	3,143	3,300
Victoria.....	156	173	157	5,603	5,812	5,969
Whitehorse.....	39	11	19	713	713	632
Canada	19,823	18,720	15,848	798,125	791,362	857,211
Males.....	9,007	9,425	7,389	623,338	615,788	686,041
Females.....	10,816	9,295	8,459	174,787	175,574	171,170

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954-1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (2 months).....	92,200	57,968	34,232	6,930	24,640	34,309	18,034	8,287
1959 (2 months).....	112,665	75,137	37,528	8,558	29,750	40,670	23,141	10,246

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, FEBRUARY 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	29.9	119,596	2,572,628
Prince Edward Island.....	6.6	26,405	513,760
Nova Scotia.....	35.9	143,684	2,928,734
New Brunswick.....	35.1	140,542	2,875,314
Quebec.....	219.8	879,227	19,265,633
Ontario.....	189.1	756,282	16,259,641
Manitoba.....	30.7	122,863	2,474,750
Saskatchewan.....	23.0	91,876	1,974,639
Alberta.....	33.6	134,446	2,904,565
British Columbia.....	69.7	278,606	6,308,442
Total, Canada, February 1959.....	673.4	2,693,527	58,076,106
Total, Canada, January 1959.....	653.1	2,742,907	58,651,915
Total, Canada, February 1958.....	735.7	2,943,125	63,307,658

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, FEBRUARY 27, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percentage Postal	February 28, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	795,999	NOT AVAILABLE							42.5	869,349
Male.....	634,330	NOT AVAILABLE							45.7	710,854
Female.....	161,669	NOT AVAILABLE							29.9	155,495
Excluding T. Provinces F.....	701,678	113,454	61,106	139,522	204,961	69,430	34,563	78,642	42.5	763,985
Prairie M.....	559,673	91,994	49,609	113,108	174,215	55,738	25,173	49,836	45.5	624,068
Provinces F.....	142,005	21,460	11,497	26,414	30,746	13,692	9,390	28,806	30.5	139,917
Newfoundland.....	35,761	3,595	2,574	8,093	15,367	2,726	1,142	2,264	81.1	38,966
Male.....	33,937	3,359	2,421	7,704	14,954	2,590	1,021	1,888	82.9	37,437
Female.....	1,824	236	153	389	413	136	121	376	48.4	1,529
Prince Edward Island.....	7,746	431	375	1,508	4,230	636	189	377	79.0	7,305
Male.....	6,528	349	309	1,267	3,709	526	137	231	81.8	6,236
Female.....	1,218	82	66	241	521	110	52	146	63.9	1,069
Nova Scotia.....	46,419	5,571	6,154	10,840	13,702	3,904	2,062	4,186	54.9	44,482
Male.....	40,511	4,761	5,633	9,599	12,448	3,366	1,689	3,015	56.6	39,017
Female.....	5,908	810	521	1,241	1,254	538	373	1,171	43.1	5,465
New Brunswick.....	42,670	5,322	3,075	8,636	16,216	4,821	1,860	2,750	73.3	46,663
Male.....	35,997	4,633	2,666	7,355	14,221	3,898	1,412	1,812	76.4	40,314
Female.....	6,673	689	409	1,281	1,995	923	448	928	56.8	6,349
Quebec.....	261,305	42,357	23,662	52,046	73,051	27,612	12,710	29,867	42.9	271,718
Male.....	215,184	35,324	20,039	44,251	63,699	22,715	9,639	19,517	46.4	225,392
Female.....	46,121	7,033	3,623	7,795	9,352	4,897	3,071	10,350	26.8	46,326
Ontario.....	230,495	42,381	19,066	44,171	60,792	21,738	12,339	30,008	28.8	260,194
Male.....	170,047	32,359	13,936	32,677	48,113	16,459	8,474	18,029	29.1	198,554
Female.....	60,448	10,022	5,130	11,494	12,679	5,279	3,865	11,979	27.9	61,640
Manitoba.....	30,900	NOT AVAILABLE							38.9	36,047
Male.....	23,706	NOT AVAILABLE							44.4	28,198
Female.....	7,194	NOT AVAILABLE							20.8	7,849
Saskatchewan.....	24,426	NOT AVAILABLE							55.3	26,206
Male.....	19,763	NOT AVAILABLE							60.0	22,007
Female.....	4,663	NOT AVAILABLE							35.3	4,199
Alberta.....	38,995	NOT AVAILABLE							38.0	43,111
Male.....	31,188	NOT AVAILABLE							41.4	36,581
Female.....	7,807	NOT AVAILABLE							24.7	6,530
British Columbia.....	77,282	13,797	6,200	14,228	21,603	7,993	4,261	9,200	35.7	94,657
Male.....	57,469	11,209	4,605	10,255	17,071	6,184	2,801	5,344	37.4	77,118
Female.....	19,813	2,588	1,595	3,973	4,532	1,809	1,460	3,856	30.7	17,539

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, FEBRUARY, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of (†)	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,506	4,680	2,826	9,413	7,950	1,463	2,073
Prince Edward Island.....	864	712	152	1,009	899	110	169
Nova Scotia.....	12,002	6,941	5,061	12,462	11,236	1,226	2,259
New Brunswick.....	9,254	7,431	1,823	9,221	7,986	1,235	2,600
Quebec.....	71,155	54,258	16,897	74,414	64,317	10,097	17,146
Ontario.....	71,612	52,245	19,367	71,608	61,636	9,972	19,411
Manitoba.....	8,543	6,692	1,851	10,017	8,491	1,526	1,909
Saskatchewan.....	5,615	4,612	1,003	6,375	5,463	912	1,603
Alberta.....	11,450	8,581	2,869	12,956	11,136	1,820	3,379
British Columbia.....	22,941	15,324	7,617	23,528	20,114	3,414	5,063
Total, Canada, February 1959.....	220,942	161,476	59,466	231,003	199,228	31,775	55,612
Total, Canada, January 1959.....	317,533	238,642	78,891	384,587	333,248	51,339	65,673
Total, Canada, February 1958.....	243,907	175,637	68,270	260,495	229,474	31,021	65,491

* In addition, revised claims received numbered 42,026.

† In addition, 42,980 revised claims were disposed of. Of these, 4,033 were special requests not granted and 1,434 were appeals by claimants. There were 6,397 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of:	Total	Employed	Claimants
1959—February.....	4,160,500	3,375,400	785,100
January.....	4,177,000	3,462,000	715,000
1958—December.....	3,972,000	3,552,800	419,200
November.....	3,901,000	3,577,500	323,500
October.....	3,907,000	3,624,400	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	121.3	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7

F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1959

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1958	February 1959	March 1959					
(1) St. John's, Nfld.....	110.7	113.2	113.4	111.3	114.2	104.0	109.2	124.1
Halifax.....	122.7	125.2	125.0	116.6	132.3	118.2	128.4	134.9
Saint John.....	124.9	127.0	127.0	120.2	135.5	117.9	123.4	139.8
Montreal.....	125.0	126.2	126.2	125.5	143.2	105.4	119.3	133.3
Ottawa.....	125.1	126.1	125.9	118.6	146.8	113.1	121.2	133.0
Toronto.....	128.2	128.5	128.2	117.9	154.0	112.6	122.7	136.2
Winnipeg.....	122.4	123.2	122.6	118.7	131.2	114.5	118.3	130.0
Saskatoon—Regina.....	121.1	122.4	122.1	117.9	122.4	120.1	123.7	126.5
Edmonton—Calgary.....	120.4	122.2	122.2	117.6	125.5	117.8	121.4	129.8
Vancouver.....	124.5	127.7	127.0	121.2	137.9	114.5	130.9	133.5

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, 1954-59

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: March.....	26	39	15,196	132,325	0.14
April.....	23	32	11,964	122,470	0.13
May.....	19	33	8,238	71,620	0.07
June.....	21	40	7,845	106,435	0.11
July.....	26	46	6,078	84,330	0.08
August.....	25	54	18,495	255,360	0.25
September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	23	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10

* Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS, MARCH 1959, BY INDUSTRY

Preliminary

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	3	3,180	56,860
Fishing.....			
Mining.....	1	341	680
Manufacturing.....	15	4,339	23,260
Construction.....	3	88	1,515
Transportation, etc.....	4	1,395	6,115
Public utilities.....			
Trade.....	4	130	1,250
Service.....	1	11,500	5,750
All industries.....	31	20,973	95,430

TABLE G-3.—STRIKES AND LOCKOUTS, MARCH 1959, BY JURISDICTION

Preliminary

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	2,860	51,100
Prince Edward Island.....			
Nova Scotia.....	1	341	680
New Brunswick.....			
Quebec.....	1	145	3,045
Ontario.....	18	2,812	17,510
Manitoba.....	1	12	60
Saskatchewan.....			
Alberta.....	1	29	435
British Columbia.....	5	11,764	7,570
Federal.....	2	3,010	15,030
All jurisdictions.....	31	20,973	95,430

(See explanatory notes on page 542.)

TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1959

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumu- lated		
LOGGING— Anglo-Newfoundland Development Co., Grand Falls, Nfld.	Woodworkers Loc. 2-254 (AFL-CIO/CLC)	1,360	13,600	82,960	Dec. 31 Mar. 16	Wages and hours~Operations resumed following conclusion of agreement with the Newfoundland Brotherhood of Woods-Workers.
Marathon Corporation of Canada, Caramat, Hillsport & Stevens, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	320	5,760	23,520	Jan. 5 Mar. 23	Alleged delay in negotiations ~ Return of workers pending further negotiations.
Bowater Corporation, Deer Lake, Nfld.	Woodworkers Loc. 2-255 (AFL-CIO/CLC)	1,500	37,500	91,500	Jan. 17 Mar. 31	Wages, hours and union recognition~Return of workers pending further negotiations.
MINING— Acadia Coal Co. (MacBain Mine) Thorburn, N.S.	Mine Wkrs. Loc. 8672 (Ind.)	341	680	680	Mar. 23 Mar. 25	Objection to investigators calling a return of absentees~Return of workers pending investigation by company and union.
MANUFACTURING— Wood Products— Passmore Lumber Co. Passmore, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	135	665	5,195	Jan. 15 Mar. 6	Wages~8¢ an hour Feb. 1, 1959, 4¢ an hour Sept. 1, 1959, a further 4¢ Mar. 1, 1960, improved fringe benefits.
Iron and Steel— Young Spring and Wire Corporation of Canada, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	191	1,525	1,525	Mar. 11 Mar. 23	Delay in contract settlement~6¢ an hour for unskilled labour, 8¢ an hour for skilled labour retroactive to Jan. 27, 1959.
Transportation Equipment— Griffin Steel Foundries, St. Hyacinthe, Que.	Metal Trades (CCCL)	145	3,045	13,860	Nov. 6	Disciplinary dismissal of one worker and grievance~
Electrical Apparatus and Supplies— Canadian Allis-Chalmers, St. Thomas, Ont.	Auto Wkrs. Loc. 1235 (AFL-CIO/CLC)	102	2,140	4,010	Feb. 4	Wages~
Canadian Westinghouse Co. London, Ont.	United Electrical Wkrs. Loc. 546 (Ind.)	159	3,020	3,020	Mar. 3	Wages and fringe benefits~
Canadian Westinghouse Co. Hamilton, Ont.	United Electrical Wkrs. Loc. 504 (Ind.)	1,500	1,125	1,125	Mar. 6 Mar. 6	Wages~7 c an hour increase March 1959, 6¢ an hour March 1960 and retroactive pay.
Chemical Products— Polymer Corporation, Samia, Ont.	Oil, Chemical Wkrs. Loc. 1614 (AFL-CIO/CLC)	1,860	9,280	9,280	Mar. 18	Wages and working conditions~
TRANSPORTATION ETC.— Canadian Broadcasting Corporation, Montreal, Que.	Assoc. des Réalisateurs	1,150	5,750	63,805	Dec. 29 Mar. 9	Union recognition~Conditional recognition of association as bargaining agent.
McCallum Transport Co. Oshawa, Ont.	Teamsters, Loc. 880 (CLC)	230	230	230	Mar. 15 Mar. 16	Payment of meal allowance, handling of heavy equipment~ Additional meal allowance granted.
SERVICE— Government of British Columbia, Province-wide, B.C.	B.C. Government Emps. Assoc.	11,500	5,750	5,750	Mar. 13 Mar. 13	Bargaining rights~Return of workers.

EXPLANATORY NOTES

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in

terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S.

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages are not likely to lead to major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Injuries

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS
1928-1958**

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	....	102	....	1,677
1929.....	156	235	54	234	250	298	40	326	58	1	114	....	1,766
1930.....	122	175	36	258	196	324	42	327	58	....	117	....	1,655
1931.....	163	76	40	158	142	217	44	205	43	3	97	....	1,188
1932.....	154	73	30	123	116	124	21	196	51	2	83	1	974
1933.....	111	91	36	112	103	65	15	161	48	3	63	....	808
1934.....	151	114	47	144	103	118	20	165	52	....	86	....	1,000
1935.....	124	116	38	175	133	103	25	184	44	1	66	....	1,009
1936.....	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	23	227	46	1	65	....	1,247
1938.....	156	143	30	253	136	154	19	166	44	....	66	....	1,167
1939.....	162	148	29	169	110	133	25	181	44	....	70	....	1,107
1940.....	127	177	34	175	144	173	25	236	51	1	65	....	1,208
1941.....	144	178	24	262	263	176	30	317	65	1	93	....	1,553
1942.....	107	170	34	199	315	227	21	318	44	1	84	....	1,510
1943.....	99	151	49	213	310	154	16	334	59	1	79	....	1,465
1944.....	109	137	34	159	271	100	17	264	53	1	59	....	1,204
1945.....	114	166	20	188	269	127	24	292	52	....	88	5	1,345
1946.....	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947.....	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949(1).....	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950(1).....	58	160	42	173	243	156	61	193	54	....	119	....	1,259
1951(1).....	97	179	20	188	219	213	31	240	49	3	130	....	1,369
1952(1).....	102	176	21	212	228	248	42	242	44	1	102	....	1,418
1953(1).....	114	167	33	187	242	223	35	178	58	4	80	....	1,321
1954(1).....	100	168	31	204	207	238	26	193	53	3	73	....	1,296
1955(1).....	88	183	32	179	219	243	42	211	50	5	74	....	1,326
1956.....	106	197	18	250	200	312	30	228	56	1	64	....	1,462
1957.....	92	141	23	185	209	340	42	207	66	2	80	....	1,387
1958(2).....	97	125	37	228	157	273	31	160	40	4	84	....	1,236

(1) Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

(2) These figures are preliminary. They include 1,021 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 215 compiled from other sources some of which will presently be reported by the Boards. The 215 fatalities were distributed as follows: Agriculture 93; Logging 10; Fishing and Trapping 29; Mining 3; Manufacturing 8; Construction 10; Public Utilities 2; Transportation, Storage and Communications 24; Trade 6; Finance 1; Service 29.

Caught In, On or Between:

Machinery.....	1	1	1	5	8	2	2	20	3	4	11	3	1	1	1	23
Belts, pulleys, chains, lines, etc.....	2	8	1	1	8	1	1	11	1	1	1	7	1	1	2	
Elevators, hoisting and conveying apparatus.....	1	2	1	2	1	2	1	6	1	1	5	1	1	1	14	
Buildings and structures (including parts of these such as doors, windows, etc.).....	1	1	1	1	2	1	1	1	2	3	1	4	5	1	3	
Automobiles and trucks.....	2	1	2	3	1	5	1	9	2	1	1	6	1	3	19	
Tractors, loadmobiles, etc.....	1	1	1	2	1	3	1	9	1	1	3	6	1	1	10	
Mine and quarry cars.....	2	2	1	2	1	1	1	2	1	4	1	1	1	5	5	
Trains and other railway vehicles.....	1	1	1	1	1	1	5	5	1	3	1	1	3	1	3	
Streetcars.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Miscellaneous transportation vehicles and craft.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Materials in use or stored in plant.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Objects in, water (e.g., logs, caught between boat and wharf).....	1	1	1	1	1	1	1	5	1	1	2	3	1	1	9	
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Total.....	6	3	1	11	21	15	4	69	5	3	12	23	25	11	1	86

Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in on or between)

Involving street railways.....	5	17	10	23	24	11	10	10	10	6	12	21	35	5	18	19
Involving automobiles and trucks.....	41	3	1	3	13	2	34	142	10	2	2	3	21	39	29	178
Involving tractors, loadmobiles, etc.....	11	15	4	1	1	1	15	65	82	10	2	3	21	1	69	
Involving mine and quarry cars.....	1	1	1	1	1	1	7	2	15	11	6	5	19	3	69	
Involving water craft.....	1	1	1	1	1	1	1	19	1	2	1	5	25	8	48	
Involving aircraft.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	
Involving other transport agencies.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Involving elevators and other hoisting and conveying apparatus.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Involving animal-drawn vehicles and implements.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Involving miscellaneous agencies.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Total.....	47	32	15	22	27	39	3	296	46	33	11	22	26	67	5	382

Falls and Slips

(a) falls on same level	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to rough ground or floor surfaces.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to collapse of resistance.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to tripping over or stepping on object.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slippery surface.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slipping while handling materials.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slipping while operating machines.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to physical condition of workman.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to vehicles in motion (other than struck by collision, etc.).....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Sub Total.....	2	2	2	2	2	2	2	24	24	18	18	18	18	18	18	18

TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1958 (1)										1957 (2)														
	Agriculture	Logging and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total	Agriculture	Logging and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total	
(b) falls to different levels																									
From ladders or stairs.....	1	1		5	4	2					15	1	1		2	2	3								15
From scaffolds and stagings.....				3	15						19				2	20									28
From platforms, ramps and stationary vehicles.....	1			1	2	1					5				1	1								6	
From buildings, roofs and towers.....	5		1	4	20						33	3	4	1	3	23								35	
From bridges, trestles and catwalks.....	1			3	3	2					5				2	2								6	
From poles, trees, logs and stumps.....	2			1	1	4					5				2	4								8	
From stockpiles and loads.....	1			1	1	1					6				1	1								3	
From moving railway vehicles.....				1	1	1					6				1	1								3	
From other moving transportation vehicles.....	3			1	1	2					6				1	1								6	
Into holds of vessels.....											2													2	
Into shafts, pits, excavations, etc.....	1		12	5	5	2					21				1	1								3	
Into rivers, lakes, seas or harbours.....		14	13	3	1	4	1	14			50				9	13								15	
Into storage bunkers.....			1	1							2				2	1								7	
Into tanks, vats or kilns.....				1	2	1					3				1	2								4	
Miscellaneous falls to different level.....	3			4	3	20					32				2	4	9							16	
Sub Total.....	12	17	13	21	22	74	4	28	3	8	202	10	23	10	16	25	78	6	33	9	18	20	228		
Total.....	12	17	13	21	24	76	4	29	3	11	211	10	23	10	16	28	80	6	33	9	20	235			
Configurations, Temperature Extremes and Explosions																									
Confagurations.....	4	1		3	1						16				1	8	3							17	
Exposure to welding flashes.....											1														
Exposure to cold or cold substances.....											1														
Exposure to steam or other hot vapours.....				1							1														
Exposure to hot liquids or molten metal.....																									
Exposure to heat or hot substances, N.E.C.....																									
Explosions—blasting accidents.....	2			3	10	4					19				3	4								8	
Explosions of coal and/or dust.....											2														
Air blasts (bumps) in mines.....				76							76														
Explosions of steam pressure apparatus.....				1	1						3				2	2								2	
Explosions of liquid air, gas pressure apparatus and containers.....					2						3				2	1								4	
Explosions of gasoline and/or oil.....	2		1	5	1						10				2	6	2							8	
Explosion of chemicals.....															2	6	1							3	
Ammunition and firearms (accidental).....		1									1													1	
Other explosions.....		1									4													9	
Total.....	8	1	3	83	10	17	7	2	2	11	143	3	8	3	35	12	2	6	2	1	1	2	70		

Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.) and Industrial Diseases:

Exposure to acids, alkalis and similar chemicals.....	1	2	1	3	1	3	1	6	82	2	43	27	10	1	6	207	66	2	80	1,387
Exposure to poisonous gasses.....	2	5	2	3	1	3	1	3	19	2	4	1	9	1	5	1	3	1	24	
Exposure to dust (silicosis, etc.).....	32	25	32	25	1	1	1	3	57	39	25	1	25	5	3	64	1	1	64	
Exposure to poisonous vegetation.....	1	1	1	1	1	1	1	3	5	1	1	1	1	1	1	1	1	1	1	
Exposure to radioactive substances.....	1	1	1	1	1	1	1	3	5	1	1	1	1	1	1	1	1	1	1	
Industrial diseases, N.E.C.....	1	1	1	1	1	1	1	3	5	1	1	1	1	1	1	1	1	1	1	
Exposure to miscellaneous poisonous agencies.....	1	1	1	1	1	1	1	3	5	1	1	1	1	1	1	1	1	1	1	
Total.....	34	32	3	2	1	3	1	6	82	2	43	27	10	6	3	91				

Contact with Electric Current

Lightning accidents.....	1	1	1	1	1	1	1	2	3	2	3	2	1	3	1	3	1	3	3	
Exposure to or contact with electricity.....	5	1	3	7	27	15	6	2	68	1	3	12	29	7	3	81	2	2	1	3

Total.....

	6	1	3	7	27	15	6	2	71	3	3	12	29	7	3	84	3	3	3	3
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Over-exertion

Over-exertion resulting in strains, hernia, etc.....	1	2	3	2	4	4	9	9	25	1	2	1	5	4	6	2	3	3	3	31
Total.....	1	2	3	2	4	4	9	9	25	1	2	1	5	4	6	2	3	3	3	31

Miscellaneous Accident Types

Violence.....	2	1	2	3	2	4	4	9	25	1	2	1	5	4	6	2	3	3	3	31
Bites, stings, etc., by animals, reptiles and insects.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	10
Infection, N.E.C.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Miscellaneous.....	4	1	1	1	1	1	1	1	22	1	1	1	2	1	2	1	1	1	1	2
Total.....	2	4	4	12	1	2	2	6	33	1	2	3	3	2	1	6	2	1	6	17

Grand Total.....	97	125	37	228	157	273	31	160	40	4	84	1,236*	92	141	23	185	209	340	42	207	66	2	80	1,387
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(1) Preliminary.
 (2) Revised.
 *See footnote (2) Table H-1.

TABLE H-3.—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRIES

Industry	1958(†)											1957(‡)													
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	
Agriculture.....	2	3	6	4	42	5	10	19	6	97	.....	92	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Logging.....	1	.....	5	6	31	2	2	3	53	1	.....	141	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Fishing and Trapping.....	2	2	15	2	3	3	3	.....	.....	37	1	23	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mining and Quarrying.....	5	89	1	15	64	3	8	15	25	228	2	185	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Metaliferous mining.....	5	.....	9	55	1	3	.....	22	58	96	2	118	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Coal mining.....	.....	89	1	.....	6	9	2	5	10	34	.....	28	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Non-metallic mineral mining and quarrying, n.e.s.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	39	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Manufacturing.....	2	7	5	29	66	8	5	12	23	157	.....	209	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Food and beverages.....	.....	2	.....	2	5	2	1	1	2	15	.....	14	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Tobacco and tobacco products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Rubber products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Leather products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Textile products (except clothing).....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Clothing (textile and fur).....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Wood products.....	1	.....	1	3	4	3	2	3	13	30	.....	40	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Paper products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	16	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Printing, publishing and allied trades.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Iron and steel products.....	1	.....	1	1	1	1	.....	1	1	4	.....	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Transportation equipment.....	.....	.....	1	1	4	27	2	1	2	23	.....	49	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Non-ferrous metal products.....	.....	.....	.....	1	6	7	2	4	2	28	.....	38	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Electrical apparatus and supplies.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Non-metallic mineral products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chemical products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	18	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Miscellaneous manufacturing industries.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Construction.....	5	1	5	8	70	13	12	18	43	273	2	340	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Buildings and structures.....	1	1	2	18	36	5	2	6	6	79	.....	131	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Highway and bridge.....	3	.....	3	4	29	25	8	6	30	114	.....	95	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Miscellaneous.....	1	.....	.....	2	23	37	4	6	7	80	2	114	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Public Utilities.....	.....	.....	1	1	12	7	3	2	5	31	.....	42	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Transportation, Storage and Communications.....	9	1	1	9	40	59	4	6	20	160	2	207	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Steam railways.....	2	.....	7	8	22	3	4	3	10	59	1	50	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Street and electric railways.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Water and electric power.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Water Transportation(†).....	7	.....	1	.....	13	8	.....	.....	9	38	.....	58	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Air Transportation(†).....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Local and highway transportation.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	25	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

TABLE H-4.—INDUSTRIAL FATALITIES IN CANADA IN 1958, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1958 ⁽¹⁾	Per Cent of Total	Total 1957 ⁽²⁾	Per Cent of Total	No. ⁽³⁾ Employed (Thousands)
	Agriculture.....	3	2	4	6	13	7	9	16	13	8	11	5	97	7.9	92	6.6	712
Logging.....	15	9	5	12	14	8	12	6	10	8	9	17	125	10.1	141	10.2	86
Fishing and Trapping.....	3	.....	1	12	6	2	4	4	2	3	.....	.....	37	3.0	23	1.7	17
Mining and Quarrying.....	19	11	10	17	11	15	9	13	10	90	17	6	228	18.5	185	13.3	109
Manufacturing.....	13	14	14	14	9	15	10	21	14	9	10	14	157	12.7	209	15.1	1,469
Construction.....	18	12	30	16	25	39	26	29	30	19	19	10	273	22.1	340	24.5	433
Public Utilities.....	3	.....	1	.....	1	4	9	6	1	1	3	2	31	2.5	42	3.0	78
Transportation, Storage and Communications.....	10	8	6	14	14	21	14	17	14	24	12	6	160	12.9	207	14.9	432
Trade.....	4	3	3	3	2	3	4	5	4	4	2	3	40	3.2	66	4.8	915
Finance.....	1	.....	.....	.....	.....	1	1	.....	.....	.....	1	.....	4	0.3	2	0.1	211
Service.....	8	3	18	9	2	9	8	7	6	7	6	1	84	6.8	80	5.8	1,259
Total.....	97	62	92	103	97	124	106	124	104	173	90	64	1,236*	100.0	1,387	100.0	5,722

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force bulletin published by the Dominion Bureau of Statistics.

* See footnote (2) Table H-1.

**TABLE H-5.—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical ⁽¹⁾ Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1954					
Newfoundland.....	5,357	3,774	74	28	9,233
Prince Edward Island.....	578	561	9	4	1,151
Nova Scotia.....	9,655	7,074	508	50	17,287
New Brunswick.....	5,429	7,427	168	23	12,946
Quebec.....	.....	.....	.....	253	87,011
Ontario.....	135,670	55,648	1,994	276	193,588
Manitoba.....	11,421	4,998	367	41	16,827
Saskatchewan.....	9,399	8,677	237	50	18,363
Alberta.....	22,922	16,679	749	102	40,452
British Columbia.....	42,488	23,230	1,175	192	67,085
Total.....					463,943
1955					
Newfoundland.....	5,608	4,193	95	17	9,913
Prince Edward Island.....	771	635	12	2	1,420
Nova Scotia.....	9,878	7,437	543	44	17,902
New Brunswick.....	6,560	8,245	194	33	15,032
Quebec.....	.....	.....	.....	227	95,257
Ontario.....	147,330	59,284	1,922	278	208,814
Manitoba.....	11,661	5,521	121	29	17,332
Saskatchewan.....	9,082	8,111	137	52	17,282
Alberta.....	24,858	17,760	698	116	43,432
British Columbia.....	43,573	25,036	1,223	180	70,012
Total.....					496,396
1956					
Newfoundland.....	5,926	4,831	86	12	10,855
Prince Edward Island.....	786	663	13	7	1,469
Nova Scotia.....	10,628	7,629	549	84	18,890
New Brunswick.....	7,279	8,983	195	25	16,482
Quebec.....	.....	.....	.....	212	106,004
Ontario.....	164,416	65,313	2,250	312	232,291
Manitoba.....	12,341	5,843	128	30	18,342
Saskatchewan.....	10,813	9,202	130	50	20,195
Alberta.....	27,363	21,336	769	126	49,594
British Columbia.....	49,635	28,210	1,191	229	79,265
Total.....					553,387
1957					
Newfoundland.....	4,876	3,743	32	7	8,658
Prince Edward Island.....	779	606	4	4	1,393
Nova Scotia.....	9,953	7,003	614	53	17,623
New Brunswick.....	6,783	7,700	202	26	14,711
Quebec.....	.....	.....	.....	291	110,401
Ontario.....	177,154	68,722	2,278	338	248,492
Manitoba.....	12,503	5,650	226	30	18,414
Saskatchewan.....	11,191	9,386	174	52	20,803
Alberta.....	25,808	20,236	784	105	49,933
British Columbia.....	48,738	25,620	1,322	191	75,871
Total.....					566,299
1958 ⁽²⁾					
Newfoundland.....	4,440	3,212	44	15	7,711
Prince Edward Island.....	746	496	5	2	1,249
Nova Scotia.....	8,567	6,496	91	109	15,263
New Brunswick.....	.....	.....	.....	34	14,604
Quebec.....	.....	.....	.....	206	95,868
Ontario.....	161,355	64,441	2,449	303	228,539
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,446	10,998	225	47	22,716
Alberta.....	25,995	19,033	781	103	45,912
British Columbia.....	40,753	20,951	1,249	156	63,109
Total.....					513,559

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) Preliminary figures.

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New in this issue

EXPANDED Collective Bargaining Review

Begins on page 566



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EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

Employment increased by an estimated 188,000 to 5,852,000 between April and May. The largest gains were in agriculture, construction and manufacturing, which together accounted for more than four fifths of the increase during the month, and the main requirements were for male workers, who accounted for almost 90 per cent of the increase.

The number of persons without jobs and seeking work declined by 111,000, or 25 per cent, leaving a total of 334,000. In addition, an estimated 20,000 were on temporary layoff, about the same as the previous month.

Compared with last year, employment was 102,000 higher; the labour force was 6,000 higher; the number without jobs and seeking work was 36,000 lower; and the number on temporary layoff was unchanged.

As in the two previous months, the labour force rose more slowly than usual during May. During the first five months the increase over the corresponding period of 1958 averaged only 84,000. This increase amounts to just over 1 per cent, compared with a rate of nearly 4 per cent in 1957 and a long-term average of 2 per cent. One of the reasons for this lag is reduced immigration; the total number of arrivals during the first quarter was down 20 per cent from the total in the same period last year, which, in turn, was well below the comparable total for 1957. Another important reason is the drop in the proportion of the adult population participating in the labour force. This is particularly noticeable among the young of both sexes, and older men.

The month-to-month increase in total employment, and in non-farm employment, was smaller than the increase between April and May in four of the past six years. Although other evidence suggests that the very strong employment growth may have slowed down in May, the extent of the slowdown may be overestimated because the Labour Force Survey was conducted during an unusually early week of the month. At a time when the weekly increase in employment is 50,000 or more, a change of one week in the timing of the survey makes a considerable difference in year-to-year comparisons.

The general recovery of the past six months was spread over a fairly broad range of industries, resulting in a gain, apart from the seasonal gain, of more than 2 per cent in total employment. The areas of weakness that have developed recently to slow down this advance are relatively small in number. The most important is probably residential construction. The number of new units started dropped sharply at the end of last year. This decline was largely the result of the curtailment of direct loans to builders by Central Mortgage and Housing Corporation. Reports from most labour market areas

indicate that this downtrend continued during May. Although the number of housing units under construction is still higher than last year, the volume of hiring for housebuilding has fallen off and there has been no evidence so far of an offsetting increase in non-residential work.

A second area of reduced activity is in forestry. In the three months, March to May, forestry employment was estimated to average 60,000, only 4,000 better than last year's record low. Most of this weakness is in the pulp-cutting areas of eastern Canada. On the West Coast the demand for lumber is still keeping saw and plane mills working at capacity; employment in forestry is much higher than last year and shortages of several key skills are reported.

A third possible area of weakness is the automobile industry. In May, output of motor vehicles was down 9 per cent from April and 2 per cent from the same month last year. The drop was entirely in passenger cars; production of trucks was higher than last month and the same month last year. A large part of the decline in vehicle production was due to the Studebaker-Packard strike, although output of other firms was also down.

Last year's strong sector, the service industry, is no longer a buoyant source of labour demand. Service employment is still substantially higher than last year: 100,000 higher, on average, in the first five months. But in contrast to most of last year, the increase in service employment, apart from seasonal, has been negligible this spring.

These factors have not retarded the employment upswing to any great extent. As indicated earlier, non-farm employment is currently more than 2 per cent higher than last year, and those who have jobs are working longer hours and more continuously than a year earlier. In May, the estimated number of persons on short-time work was down 17 per cent from last year. In the first quarter, the average work week in manufacturing was 40.6 hours, up one half hour over the year.

In general, layoffs this spring have been much lighter than in past years. The total was dominated by the release of more than 10,000 aircraft workers during February. In all other manufacturing industries, reported layoffs totalled fewer than 10,000 in the first five months of this year, compared with an average of more than 35,000 for the comparable period of the past five years. Work in the automotive industry in particular has been far steadier than in most years. Only some 3,000 workers were reported released in the first five months, and these were off work for relatively short periods of time. Layoffs in the manufacture of textiles, clothing, electrical appliances and iron and steel products were all substantially smaller than in past years.

Recent Trends in Industrial Employment

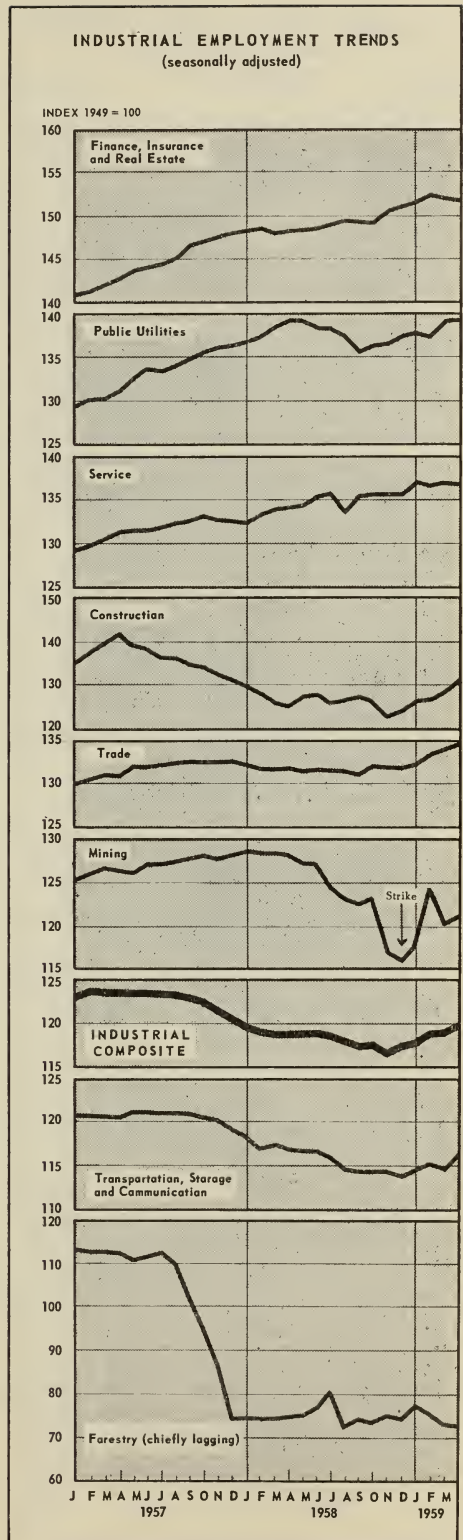
The employment upswing of the early months of this year was fairly widely diffused. Aside from forestry, which continued its downward course³⁸ this spring, all of the major industry groups registered gains. Some of the largest increases occurred in industries that bore the brunt of the recession. The general pattern of recovery is illustrated in the accompanying charts, which show seasonally adjusted employment trends for the past two years in some of the major manufacturing and non-manufacturing industries.

From the low point in 1958 to April 1959, construction employment, seasonally adjusted, rose by 6.7 per cent, recovering about half of the earlier loss. Mining, which was similarly hard hit during the recession, made a strong recovery early in the year but edged down again in March owing to temporary cutbacks in fuel production. Employment in durable goods industries as a whole advanced by some 3 percentage points during the four months from the turning point in December but was still 11 per cent below the pre-recession peak. Employment in non-durables, which was less sharply curtailed during the business downturn, expanded more slowly.

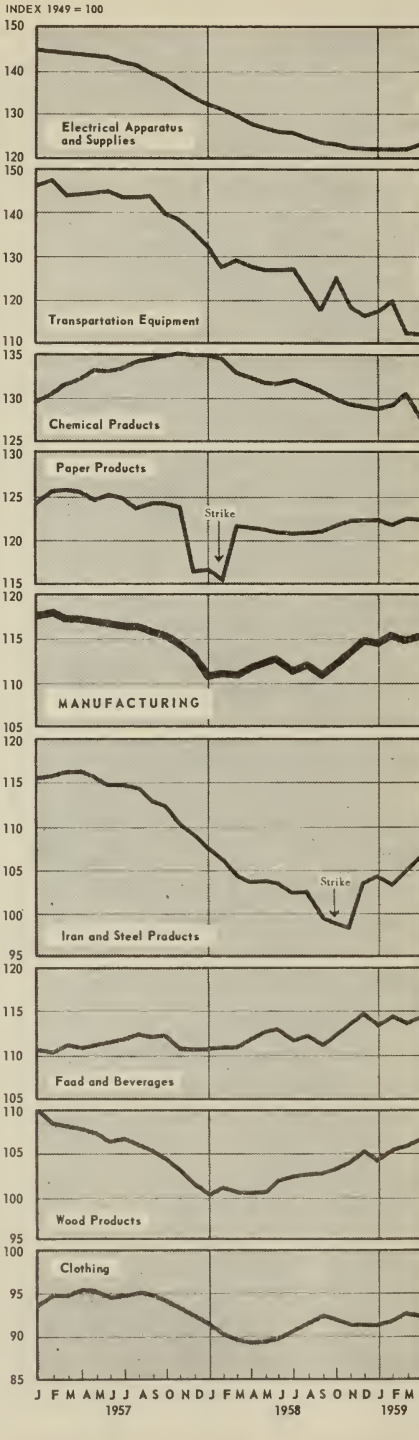
Service-producing industries registered relatively small employment gains during the current business upturn. Increases ranging from 1 to 2 per cent were recorded in this broad group, which includes trade, service, finance, insurance, real estate, transportation, storage and communication. It will be remembered that most of these industries either expanded or remained stable during the recession.

The upward trend in manufacturing employment was centred in the wood, paper, and iron and steel products industries. Employment in wood products was boosted by increased purchases of lumber and furniture. Lumber sales increased as a result of an upturn in exports to the United States and a general improvement in the domestic market. Employment in paper products increased quite sharply during the second quarter of 1958 mainly as a result of a settlement of a strike that tied up newsprint mills in British Columbia for over two months. Employment in this industry has been quite stable since the strike settlement.

The employment recovery in the iron and steel products industry was perhaps the most significant development, as it reflects a change of business



**EMPLOYMENT TRENDS - MANUFACTURING
SELECTED INDUSTRIES**
(seasonally adjusted)



sentiment in some of the heavy industries. The fact that steel users have been building up stocks again has had a particularly stimulating effect on production and employment in primary iron and steel. In the six months ending in April, employment advances in primary iron and steel recovered more than one third of the losses that had taken place during the recession. Employment conditions in the iron and steel industry as a whole (seasonally adjusted) have strengthened steadily since November 1958, although here, as in primary iron and steel, the termination of industrial disputes was largely responsible for the advances.

Transportation equipment is the only large group of manufacturing industries in which employment was still following a downward course this spring. An upturn in car sales increased employment in motor vehicle manufacturing by more than 15 per cent between September and April, although this gain made up for only a small part of the earlier losses. In addition, there were moderate increases in railway rolling stock and shipbuilding. However, these gains were more than offset by the cancellation of government aircraft contracts and the subsequent layoffs in associated industries.

Layoffs in the aircraft industry were largely concentrated in Ontario. Nevertheless, the substantial gain in non-agricultural employment of the first two months was maintained in this region through May. Employment increases were also registered in all other regions. The most notable improvement was in British Columbia, where strong domestic and overseas demands for lumber resulted in a continued expansion in forestry and associated manufacturing industries. On a seasonally adjusted basis, non-farm employment in this region during May was estimated to be 6 per cent higher than at the low point last summer.

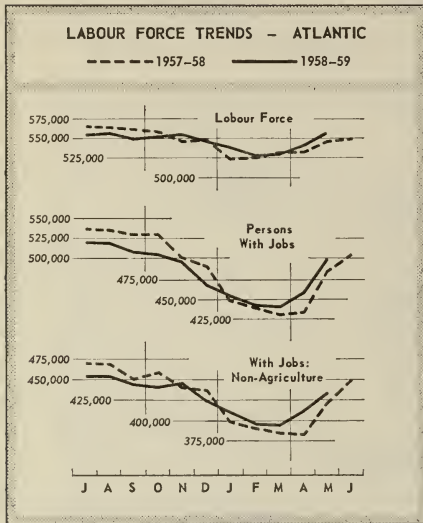
CLASSIFICATION OF LABOUR MARKET AREAS—MAY 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's	→ EDMONTON Calgary Halifax Hamilton Montreal Toronto Vancouver-New Westminster → WINDSOR Winnipeg	→ OTTAWA—HULL	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Lac St. Jean Rouyn-Val d'Or Shawinigan	Brantford → FARNHAM-GRANBY → FORT WILLIAM- PORT ARTHUR → JOLIETTE Kingston → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa → PETERBOROUGH Saint John Sarnia → SHERBROOKE Sudbury → SYDNEY → TIMMINS- KIRKLAND LAKE → TROIS RIVIERES Victoria	→ GUELPH Kitchener → LONDON	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Riviere du Loup Thetford-Megantic- St. Georges	→ BARRIE → CHARLOTTETOWN Chatham → PRINCE ALBERT Red Deer → YORKTON	→ BRANDON → LETHBRIDGE → MOOSE JAW → NORTH- BATTLEFORD → REGINA → SASKATOON	
MINOR AREAS (labour force 10,000-25,000)	Bathurst Brampton Campbellton Dauphin Dawson Creek Edmundston Fredericton Gaspé Montmagny Newcastle Okanagan Valley Prince George Quebec North Shore Rimouski St. Stephen Sorel Summerside Valleyfield Woodstock	Beauharnois Belleville- Trenton → BRACEBRIDGE → BRIDGEWATER Central Vancouver Island Chilliwack Cranbrook Drumheller Drummondville → GRAND FALLS Kamloops → KENTVILLE Lachute-Ste Therese → LINDSAY → NORTH BAY → OWEN SOUND → PEMBROKE → PORTAGE LA PRAIRIE → PRINCE RUPERT → STE AGATHE- ST. JEROME St. Hyacinthe St. Jean Sault Ste Marie Trail-Nelson → TRURO → VICTORIAVILLE → YARMOUTH	Galt → GODERICH Kitimat → LISTOWEL Medicine Hat St. Thomas → SIMCOE → STRATFORD → SWIFT CURRENT → WALKERTON → WEYBURN Woodstock- Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 339 of March issue.

Employment Situation in Local Areas

ATLANTIC



The spring upswing in employment gained momentum in the Atlantic region during May. At mid-month an estimated 498,000 persons had jobs, about 39,000 more than in April and 14,000 more than in May 1958. Most of the employment expansion in May resulted from renewed activity in seasonal industries such as farming, fishing, construction, sawmilling and logging. Increased activity at the Eastern Car Company Plant in Trenton boosted manufacturing employment. Iron ore production was at a low level, however, owing to a mine closure at Bell Island, Nfld.; some 500 workers were reported to be directly affected by the closure. Production cutbacks were still taking place in coal mining; all of the

Dominion Coal Co. mines in the Sydney area were closed during the first two weeks of May, marking a continuation of periodic shutdowns that began last summer.

Although total employment was higher than last year, weaknesses continued in some of the leading industries. Forestry employment remained at a very low level in Newfoundland and New Brunswick owing to reduced demand for pulpwood. Mining was another major source of weakness in this region, although prospects appear to have brightened somewhat following the recent report of increased financial assistance for the movement of Nova Scotia coal by rail to points in Ontario and Quebec.

The service-producing industries showed renewed strength during recent months, accounting for most of the increase in employment from last year. Transportation, trade, finance, insurance and real estate shared in the expansion. Steam railway employment increased due to higher railway car loadings.

Manufacturing employment continued below the level of a year earlier. Pulp and paper, transportation equipment and iron and steel products showed sizeable year-to-year declines during the first quarter. Sawmilling showed some improvement as a result of increased sales on the domestic market.

Although construction employment started off this year considerably higher than at the beginning of 1958, the gains this spring were smaller than anticipated. Activity can be expected to increase rapidly as the season advances, however, as the volume of construction planned for 1959 is considerably larger than last year's figure.

The generally improved employment situation was reflected in the reclassification of nine areas during the month to a category denoting lower unem-

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	May 1959	May 1958	May 1959	May 1958	May 1959	May 1958	May 1959	May 1958
Metropolitan.....	2	4	9	7	1	1	—	—
Major Industrial.....	5	12	18	11	3	3	—	—
Major Agricultural.....	2	4	6	8	6	2	—	—
Minor.....	19	28	27	26	12	4	—	—
Total.....	28	48	60	52	22	10	—	—

ployment. At the end of May the area classification was as follows (last year's figures in brackets): in substantial surplus 10 (15); in moderate surplus 11 (6).

Local Area Developments

St. John's (metropolitan) remained in Group 1. Fishing and construction were mainly responsible for the decline in unemployment. Mining activity was at a low level owing to the closure of No. 6 mine at Bell Island.

Halifax (metropolitan) remained in Group 2. Apart from seasonal influences, employment showed very little change in this area. Fish processing plants were very active during the month.

New Glasgow (major industrial) was reclassified from Group 1 to Group 2. Employment conditions improved substantially during the month as several hundred workers were recalled at the Eastern Car Company plant at Trenton. **Sydney** (major industrial) was reclassified from Group 1 to Group 2. Seasonal industries were almost entirely responsible for the upturn in employment in this area. The construction industry was busier than last year as several large projects were undertaken early this spring.

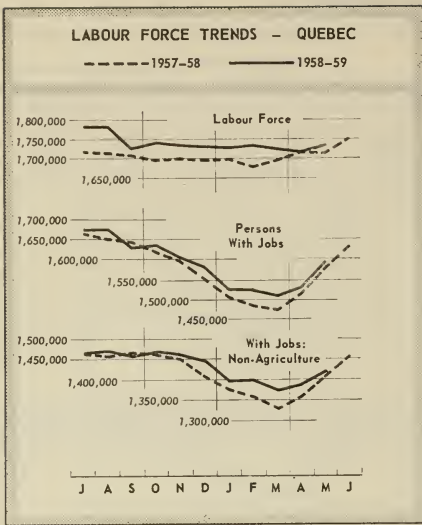
Moncton (major industrial) was reclassified from Group 1 to Group 2. Unemployment dropped sharply in this area as outdoor activities resumed. Registrations at National Employment Service offices were more than one-fifth lower than last year.

Charlottetown, Grand Falls, Bridgewater, Kentville, Truro and Yarmouth (major agricultural and minor) were reclassified from Group 1 to Group 2.

QUEBEC

Employment in the Quebec region continued to expand seasonally during the month. At mid-May, the number of persons with jobs was estimated to be 1,594,000, an increase of some 62,000 over the previous month and 16,000 over last year. Continuing good weather during the month helped farm operations and, as a result, the increase in farm employment came close to 45 per cent of the total increase; this percentage was more than double the corresponding increase last year. Seasonal gains in construction, forestry operations and transportation contributed most to the increase in non-farm employment.

Total employment in construction was about the same as a year ago. Work got underway on the Cartier mining development project in May,



although road conditions hampered the resumption of full operations. Some slackening in the previous high rate of housing starts was reported, but the volume of work in progress continued to be higher than last year.

The pulpwood drive was in full swing and summer cutting had begun in some areas. The number of workers engaged in pulp-cutting operations was very little higher than last year's very low level. Arrangements were made for the movement of some 1,500 workers to logging operations in Maine. Employment in saw and planing mills was well above last year's level. The lifting of road restrictions and increasing demand from construction contributed much to this increase.

In manufacturing, employment was still lower than a year earlier, although general improvement has been apparent since the turn of the year. Employment in both the durable and non-durable groups increased. In the non-durable group, primary and secondary textiles and leather showed consistent gains during the first quarter of this year, reaching levels higher than last year. Some seasonal layoffs were reported in these industries in May but they were neither as long nor did they affect as many people as last year. In the durable goods producing industries, although employment was still well below last year, the downward trend had been checked. Employment trends in the iron and steel, transportation equipment and electrical groups have pointed upward since January. Employment in the aluminum industry, which reached a low in February, improved somewhat in March.

Unemployment declined in all areas during the month. At the end of May, the area classification was as follows (last year's figures in brackets): in substantial surplus, 12 (18); in moderate surplus, 12 (6).

Local Area Developments

Montreal (metropolitan) remained in Group 2. Employment, which at the end of March was about 1 per cent higher than last year, continued to increase. Construction and transportation showed sizeable gains. Activity increased notably in iron and steel, sheet metal and structural steel plants. A \$60,000,000 contract awarded to one of the large local aircraft manufacturing firms contributed much to stabilizing employment in this industry.

Quebec-Levis (metropolitan) remained in Group 1. Employment increased in the Quebec area as gains in construction, forestry and transportation more than offset seasonal layoffs in textiles and leather plants. Shipbuilding plants in Levis were busy.

Joliette, Sherbrooke and Trois Rivières (major industrial) were reclassified from Group 1 to Group 2.

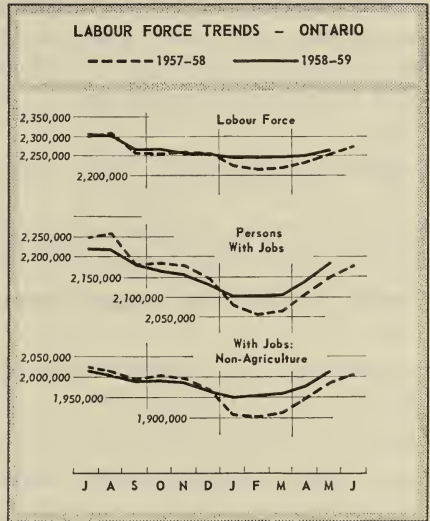
Ste. Agathe-St. Jerome, Victoriaville (minor) were reclassified from Group 1 to Group 2.

ONTARIO

Employment in Ontario increased seasonally during the month. The number of persons with jobs at May 16 was estimated to be 2,182,000, up 43,000 from the previous month and 31,000 from the previous year. More than four-fifths of the month-to-month increase occurred in non-agricultural industries.

The increase in economic activity, which was fairly widespread, was essentially due to seasonal factors, with the important exception of the primary iron and steel industry, where production exceeded the usual seasonal rate. Steel production in May rose more than 17 per cent over the year and was 12 per cent higher than in May 1957. The sharp increase in steel orders was due in part to greater current consumption and in part to a policy of inventory accumulation. The general acceleration in economic activity was partly offset by a reported decline in housing starts and reduced automobile production. New housing starts in most parts of the region have shown a declining tendency in recent months; the total under construction, however, was still higher than last year. Automobile production declined about 9 per cent during the month and was also slightly lower than last year. The manufacture of farm implements and roadbuilding machinery continued at a higher level than the year before. The capital goods industry as a whole showed little progress during the month.

Unemployment fell considerably over the month and was also much lower than last year. Half of the 34 labour market areas were reclassified during the month, all to categories denoting less unemployment. At the end of May, the area classification was as follows (last year's figures in brackets): in substantial surplus, 2 (5); in moderate surplus, 20 (22); in balance, 12 (7).



Local Area Developments

Metropolitan Areas With Classification Unchanged: *Hamilton* (Group 2). Employment in the area was well above last year's level. The improvement was due in the first place to the high rate of iron and steel production. The industry has also embarked on a multimillion-dollar expansion program which will greatly increase its capacity. Production of farm machinery continued at a high rate, and output of earth-moving machinery increased considerably. Total construction exceeded last year's, although some decline was reported in new housing. At mid-month a strike occurred at the Studebaker-Packard automobile plant, affecting nearly 500 workers. *Toronto* (Group 2). Employment rose steadily during the month and was higher than last year. A number of firms returned to full production, recalling many laid-off workers. The improvement was most noticeable in non-durable goods industries. Production of iron and steel and farm implements continued high but other iron and steel products remained at a lower level of activity. A large volume of construction was underway.

Ottawa-Hull (metropolitan) was reclassified from Group 2 to Group 3. Employment increased sharply over last month as well as over last year. There was great demand for labour, particularly in construction and agriculture. Residential construction continued at a high level. The log-drive began earlier than usual this year, resulting in a considerable volume of hiring in outlying areas.

Windsor (metropolitan) was reclassified from Group 1 to Group 2. The labour surplus was reduced to a moderate dimension for the first time since September 1958. The reclassification was due to improvements in the automobile industry and supplier plants, tool and die jobbing shops, and agriculture.

Guelph and **London** (major industrial) were reclassified from Group 1 to Group 2.

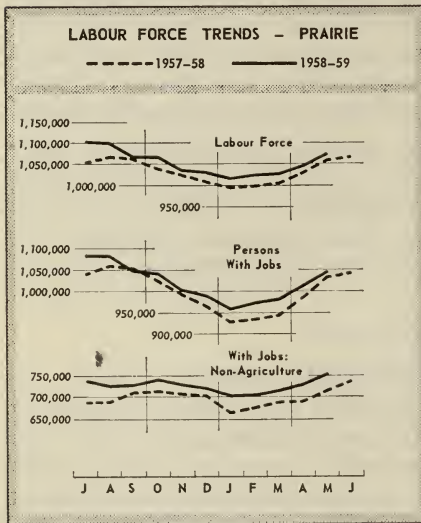
Peterborough and **Timmins-Kirkland Lake** (major industrial) were reclassified from Group 2 to Group 3.

Barrie (major industrial) was reclassified from Group 1 to Group 2.

Bracebridge, Lindsay, North Bay, Owen Sound, Pembroke (minor) were reclassified from Group 1 to Group 2.

Goderich, Listowel, Simcoe, Stratford, Walkerton (minor) were reclassified from Group 2 to Group 3.

PRAIRIE



The Prairie Provinces experienced a moderate seasonal employment increase in May. A rise of 32,000 from the April total brought the estimate of persons with jobs to 1,044,000. This was 14,000 above the total a year earlier. In non-agricultural employment the change during the month, amounting to 23,000, was a little smaller than in 1958 and a little larger than in 1957.

Farm hirings, which had been lower than usual in April, were much below average in May. The total increase in the agricultural work force for these two months this year was less than half the increase for the same months in either of the past two years. This appeared to be due both to reduced crop prospects

and to adverse weather conditions, which slowed seeding. Intermittent rain combined with hot, dry weather and consequent soil drifting delayed seeding operations in many parts of the region. In contrast to dryness elsewhere, the weather was excessively wet in eastern Manitoba.

The chief stimulus to non-farm employment in the region was provided by the usual May upswing in seasonal activities. Many municipal projects got underway, and highway repair and construction were resumed. Staffs were expanded in purely summer activities such as drive-in establishments and in the motels, restaurants and other enterprises engaged in tourist trade.

Manufacturing employment in May was almost back to the 1957 level. In the first quarter of 1958 it had declined to more than 2 per cent below the same period of 1957. By the first quarter of the current year it was about 1 per cent under the 1957 level. The 1958-1959 increase was a little stronger in Alberta than in the other two provinces. In the first quarter of this year the numbers engaged in food and beverage processing and in the printing and publishing industries were larger than at the same time in 1957. In some durables, however, especially in transportation equipment fabrication, some relative weakness persisted.

Demand this spring has been much weaker for unskilled workers than for tradesmen and for persons with special training. Shortages of well qualified mechanics, welders, nurses and stenographers were reported. University undergraduates, having completed their winter studies, entered the labour force for the summer.

Unemployment was lower at the end of the month than last year. Of the 20 labour market areas in the region, 13 were reclassified in the month to categories denoting reduced unemployment. At the end of May the classification was as follows (last year's figures in brackets): in substantial surplus 2 (4); in moderate surplus 9 (13); in balance 9 (3).

Local Area Developments

Calgary (metropolitan) remained in Group 2 and **Edmonton** (metropolitan) was reclassified from Group 1 to Group 2. Construction and service industries expanded seasonally. In the north, water transportation opened up and workers were being recalled to pulp mills and planer mills. Oil drilling and geophysical work were down from the high levels of the past two years in Alberta.

Winnipeg (metropolitan) remained in Group 2. A high level of building activity in the city and further movements of men to the hydro and mining projects in northern Manitoba reduced registrations of construction workers at the local office of the National Employment Service by 25 per cent from last year.

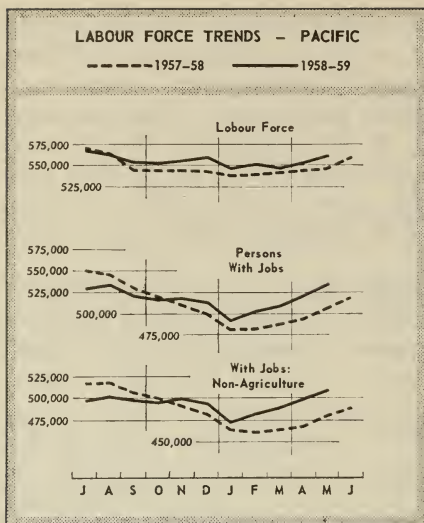
Fort William and **Port Arthur** (major industrial) was reclassified from Group 1 to Group 2. Mining and transportation employment was increased by a high rate of iron ore production. River drives were getting underway in outlying districts. Some bush camps were delaying their opening until later than usual this year.

Regina and **Saskatoon** (major agricultural) were reclassified from Group 2 to Group 3. Work on the dam project on the South Saskatchewan River between Saskatoon and Regina continued. Employment on the site added buoyancy to economic activity in nearby centres.

PACIFIC

The employment situation in the Pacific region continued to improve during the month. Persons with jobs totalled 534,000 at mid-May, 12,000 more than the previous month and 27,000 more than the previous year. Non-agricultural industries accounted for almost all of the month-to-month increase in total employment.

The seasonal rise in employment which began in January continued throughout the period under review. The economy derived its main strength from a sharp increase in activity in forestry and forestry products. Logging



operations in the coastal areas expanded substantially, causing shortages of experienced labour; in the interior, bush operations were temporarily hampered by heavy rains. Sawmills continued to increase production above last year's level and some were operating in three shifts. The heavy demand for sawn lumber came from domestic customers as well as from the United States and was partly stimulated by the possibility of a strike in the lumber industry, in which contract negotiations are now in progress. Activity in hard-rock mining increased, resulting in shortages of qualified men. Total construction continued at a high level, although the number of new homes being built showed a declining

trend; residential contract awards in April fell below the year-earlier level. Industrial construction will receive a considerable boost as work begins on a \$20,000,000 iron and steel smelter at Kimberley.

Unemployment declined considerably during the month and was much lower than last year. One of the 11 areas in the region was reclassified to a category denoting less unemployment. The area classification at the end of May was as follows (last year's figures in brackets): in substantial surplus, 2 (6); in moderate surplus, 8 (5); in balance, 1 (0).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. The employment situation continued to improve, and total employment was noticeably higher than last year. More logging camps were brought into full operation during the month, causing difficulties in meeting the demand for experienced workers. The lumber industry was very active and sawmills were operating in two to three shifts to meet the greatly increased demand for sawn lumber for domestic use and for exports. Construction showed a considerable improvement over last year. The number of permits issued for institutional and commercial construction rose noticeably, although housing starts showed a declining trend. Labour shortages included logging equipment operators, mechanics and steel fabricators.

Victoria (major industrial) remained in Group 2. The employment situation improved, in spite of weaknesses in shipyards, public utilities, and transportation. The higher level of construction activity during the winter resulted in a levelling-out of the demand for construction workers. Labour shortages were reported in certain metalworking trades, and there was also a shortage of auto mechanics, machinists, and electricians.

Prince Rupert (minor) was reclassified from Group 1 to Group 2.

Current Labour Statistics

(Latest available statistics as of June 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	May 16	6,186,000	+ 1.3	+ 1.1
Persons with jobs	May 16	5,852,000	+ 3.3	+ 1.8
Agriculture	May 16	724,000	+ 9.5	- 2.0
Non-Agriculture	May 16	5,128,000	+ 2.5	+ 2.3
Paid Workers	May 16	4,695,000	+ 3.3	+ 2.2
Usually work 35 hours or more	May 16	5,466,000	+ 3.3	+ 2.1
At work 35 hours or more	May 16	5,182,000	+ 4.5	+44.3(c)
At work less than 35 hours, or not at work due to short time and turnover	May 16	63,000	-16.0	-16.0
for other reasons	May 16	201,000	-14.5	-88.0(c)
Not at work due to temporary layoff	May 16	20,000	- 9.1	+ 5.3
Usually work less than 35 hours	May 16	386,000	+ 2.9	- 3.0
Without jobs and seeking work	May 16	334,000	-25.0	- 9.7
Registered for work, NES (b)				
Atlantic	May 14	87,300	-18.1	+ 0.9
Quebec	May 14	200,100	-20.5	- 4.4
Ontario	May 14	162,900	-22.1	-12.0
Prairie	May 14	75,900	-23.3	- 5.4
Pacific	May 14	59,300	-11.9	-20.0
Total, all regions	May 14	585,500	-20.2	- 7.8
Claimants for Unemployment Insurance benefit	April 30	610,770	-20.4	-15.4
Amount of benefit payments	April	\$59,964,585	- 9.0	-10.1
Industrial employment (1949 = 100)	March	113.7	+ 0.6	+ 0.7
Manufacturing employment (1949 = 100)	March	108.3	+ 0.7	0.0
Immigration	1st Qtr 1959	16,955	—	-20.2
Destined to the labour force	1st Qtr 1959	8,056	—	-23.0
<i>Conciliation Services</i>				
Number of cases in progress	March	761	+11.3	- 2.2
Number of workers involved	March	132,156	+ 6.3	-46.2
<i>Strikes and Lockouts</i>				
Strikes and lockouts	May	32	+45.5	- 3.0
No. of workers involved	May	5,359	-38.7	-35.0
Duration in man days	May	60,825	-15.9	-15.1
<i>Earnings and Income</i>				
Average weekly wages and salaries	March	\$72.63	- 0.7	+ 3.5
Average hourly earnings (mfg.)	March	\$ 1.72	+ 0.6	+ 3.6
Average hours worked per week (mfg.)	March	40.3	- 1.5	- 0.3
Average weekly earnings (mfg.)	March	\$69.44	- 0.5	+ 3.7
Consumer price index (av. 1949 = 100)	May	125.6	+ 0.2	+ 0.4
Real weekly earnings (mfg. av. 1949 = 100)	March	132.6	- 0.3	+ 2.7
Total labour income.....\$000,000	March	1,374	+ 0.9	+ 7.0
<i>Industrial Production</i>				
Total (average 1949 = 100)	April	161.3	+ 1.2	+ 9.2
Manufacturing	April	145.7	+ 1.6	+ 8.7
Durables	April	147.1	+ 1.8	+ 8.2
Non-Durables	April	144.4	+ 1.4	+ 9.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 339, March issue.

(b) See page 339, March issue.

(c) The unusually large number working less than 35 hours during the week ended May 24, 1958, was due to the Queen's Birthday being in the survey week.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During May a possible strike was averted in connection with a dispute involving the CBC and some of its employees. One major strike, involving the Polymer Corporation in Sarnia, Ont., continued during the entire month. Early in June a strike of employees of Studebaker-Packard in Hamilton was settled. Collective bargaining affecting employees engaged in the woods operations of the eastern Canadian pulp and paper companies was largely completed during May, while negotiations in this industry on the West Coast had just reached the conciliation stage. Some important settlements were reached and other negotiations continued in both metal-mining and coal-mining during the month. Settlements affecting large numbers of workers have been reached in the past few months in the hydro-electric power and telephone industries. Bargaining has begun in a number of hospitals across the country, and also in the clothing and textile industries. More work stoppages occurred in May than in the preceding month but the number of workers involved was less.

The imminent possibility of a strike that would have affected all operations of the **Canadian Broadcasting Corporation** was averted when a settlement was reached between the CBC and the **National Association of Broadcast Employees and Technicians**. The wage increase will total slightly less than 10 per cent by the end of the present agreement (for details see the accompanying table). The dispute was settled following successful mediation by the Director of the Industrial Relations Branch of the federal Department of Labour.

A prolonged strike has continued up to the time of writing at the **Polymer Corporation** in Sarnia. The work stoppage began on March 18 and currently involves some 1,600 workers, members of the **Oil, Chemical and Atomic Workers' Union**. During the month Eric Taylor was appointed by the Minister of Labour as an industrial inquiries commissioner to investigate the dispute and seek a solution. At the time of writing it has been reported that two of the five non-monetary issues in dispute have been resolved. Still to be settled before the monetary discussions can begin are job progression, seniority rights and the no-strike, no-lockout clause in the agreement. The union has claimed that company demands would have eliminated provisions in the agreement protecting workers' job security, seniority and promotion rights, as well as recognition of craft lines.

The 25-day strike involving almost 500 employees of **Studebaker-Packard of Canada Limited** in Hamilton, Ont., was ended early in June following negotiations in which Ontario's Chief Conciliation Officer participated. The agreement between the company and the **United Automobile Workers**, the terms of which were reported to amount to a 23-cents-an-hour "package", was made effective from January 1, 1959. It provides for an increase of 6 cents an hour on unskilled rates on the first of January of this year with a similar increase effective on the first of January for each of the next two years. The company also agreed to pay an additional 5 cents an hour as cost-of-living bonus effective from the time the agreement is signed; a cost-of-living escalator clause was established providing for a 1-cent increase in hourly rates for each 6/10 point rise in the consumer price index from a base of 125.4. The

THE NEW COLLECTIVE BARGAINING REVIEW

This month's Review has been enlarged in scope.

A more comprehensive general summary of current collective bargaining has been presented, along with a three-part table giving in some detail the stages reached by collective bargaining in major industries during the month under review. The broader coverage has been made possible through an improved system of obtaining field information, supplemented when necessary by press reports.

The table on the collective bargaining scene now covers all agreements affecting 500 workers or more, excluding those in the construction industry, whereas it formerly dealt only with those involving a minimum of 1,000 workers. Part I of the table lists settlements expiring over a three-month period dated from the reference month (i.e. the month for which current bargaining and settlements are reviewed); Part II lists the agreements under negotiation in the reference month; Part III is a listing and brief summary of the major terms of settlements reached in the reference month.

Part I indicates the agreements which normally will be negotiated in the period following the reference month. Most agreements, once negotiations begin, move into Part II of the table. This part is divided into a number of sections, each denoting a stage in the bargaining process, although not many negotiations will go through every stage. The stages are: bargaining, conciliation officer, conciliation board, post-conciliation bargaining, arbitration and work stoppage.

The first heading, "bargaining," refers to bargaining before conciliation. Many negotiations move directly from the bargaining stage to the settlement stage without conciliation. Those cases undergoing conciliation are listed either under "conciliation officer" or "conciliation board"; and those in which bargaining follows after one or both of these stages are listed under "post-conciliation bargaining". In certain cases, the parties either agree or are required by law to accept arbitration, which is a binding decision by a third party on the disposition of the terms being negotiated; such cases are listed under the "arbitration" heading.

In each individual case the name of the employer or employers is indicated, followed by identification of the location or area of the bargaining unit covered by the agreement (whether it is a particular city or town, is province-wide or nation-wide), followed by the name of the union.

Part III of the table lists settlements and summarizes the more important features of each settlement. This information is based on monthly reports received from federal industrial relations officers across the country.

The text accompanying the table is based largely on reports from the field officers, but relies in some instances also on press reports and other news sources.

formula of 1 cent for each .6 rise in the index is similar to that now in force in the "big three" auto manufacturers. The settlement has been described as a compromise. The union had asked for a total increase of 26 cents an hour to bring its rates into line with what it called the lowest of those of the "big three", namely, Ford at Oakville. The pension plan and the supplementary unemployment benefit plan have been adjusted on the same basis as in the agreement between the UAW and General Motors.

Collective bargaining in the forest products industry shifted from eastern Canada, where bargaining is nearly completed, to the West Coast. Some 27,000 employees are said to be involved in negotiations between the **International Woodworkers of America and Forest Industrial Relations**, an association bargaining for 141 coastal lumber companies. The case has gone to a conciliation board which is now concluding its hearings. It is reported that the union was bound by a policy set at its last convention to go on strike by June 16, the day the present agreement expires, if a new agreement has not been reached by that time. Since such a strike would be illegal if the conciliation board had not reported by then, the union leadership has sought membership approval to postpone the deadline. However, at the time of writing, the decision on this was not known. The union is reported to have rejected an earlier employer offer of an increase of 12 cents an hour over a two-year period. The union is said to be seeking a 20-per-cent wage increase over the present base rate of \$1.72 an hour.

Negotiations between **Noranda Mines** and the **United Steelworkers of America** are currently underway. The union has asked for what is reported to be a 45-cent "package" in a three-year agreement, including a 15-cent hourly wage increase, which would raise the male labour rate to \$1.67 an hour. Other proposals of the union concern a pension plan, improved sick benefit plan, annual vacations and three additional holidays with pay (to make eight). According to press reports, in the middle of May the company offered an increase on current wages that would total 12 cents an hour over the three years of a new agreement; this was turned down by the union.

A settlement has been reported in the base metal-mining industry between the **Falconbridge Nickel Mines** of Falconbridge, Ont., and the **International Union of Mine, Mill and Smelter Workers**, embodying wage increases totalling 6 per cent over the next three years. An earlier agreement was reached in this industry between the same union and the Consolidated Mining and Smelting Corporation in British Columbia, embodying a 12-cent wage increase over the next two years, while McIntyre Porcupine Mines in Northern Ontario and the United Steelworkers of America recently reached an agreement embodying a 13-cent increase over two years. The steelworkers' union has recently reached an agreement with American Smelting and Refining (see table for detail). Negotiations in the metal-mining industry are also underway between the Steelworkers and Quemont Mining in Noranda, Que., Steep Rock Iron Mines in Steep Rock, Ont., Dominion Wabana Ore, Newfoundland, and Normetal Mining in Quebec.

The United Mine Workers of America has agreed to extend its present agreements with the **Dominion Coal Company** and **Old Sydney Collieries** for one year with no substantial change in the present conditions. The membership of the union voted on the extension of these agreements with no increase in present rates of pay; the vote was reported to be 2,419 in favour of extending the agreements without change and 2,298 against. It is reported that the

union had originally sought a general wage increase that would have amounted to more than \$2.00 a day on the present daily basic rate of \$11.54. It is said that poor markets, which have forced the temporary closing of the mines in the Sydney area on a staggered basis, are the reason for extending the present two-year agreement without any significant change. It is also reported that some improvement in the economic outlook is hoped for as a result of special federal and Nova Scotia government financial assistance for one year to the coal mines in this region.

Bargaining affecting **hydro-electric power** workers has culminated in a number of settlements in recent months. In January an agreement was reached between the Ontario Hydro Electric Power Commission and the Ontario Hydro Employees Association (CLC) providing a wage increase to tradesmen of $1\frac{1}{2}$ per cent retroactive to April 1, 1958, plus 2 per cent effective January 1 of this year and one half of 1 per cent to be effective later this year. In March an agreement was reached between the Calgary Power Commission and an employees' association providing a 4-per-cent wage increase effective July 1 of this year and a further $3\frac{1}{2}$ per cent effective June 1, 1960. In the same month an agreement was reached between the Toronto Hydro Electric Commission and the National Union of Public Service Employees (CLC) providing an increase of 5 cents across the board in a two-year agreement. In April the International Brotherhood of Electrical Workers (AFL-CIO/CLC) reached agreement with Nova Scotia Light and Power providing for wage increases totalling 10 per cent over a three-year term. In May an agreement between the same union and the New Brunswick Electric Power Commission provided for a 3-per-cent increase for all classifications during the first year of the two-year agreement and a similar increase during the second year.

Over the past few months collective agreements have been reached between various unions and the **telephone companies** in Alberta, Saskatchewan, Manitoba and British Columbia. The most recent of these was a one-year agreement signed in May between the Brotherhood of Electrical Workers and the Manitoba Telephone System, providing an increase of approximately 5 per cent to all classifications effective April 1, 1959.

Negotiations are currently underway affecting **hospitals** in Quebec City, Montreal and Hamilton. An agreement was recently reached between the Building Service Employees' Union and Toronto General Hospital; details will appear in next month's LABOUR GAZETTE. A significant settlement was the one signed earlier this year between the Registered Nurses' Association of British Columbia (ind.) and Vancouver General Hospital. At one point during negotiations leading up to this settlement it appeared that a strike of the nurses might have occurred. The one-year agreement covering 580 nurses provides an increase of \$20 per month in basic rates; increments were increased to 5 per cent of the basic rate retroactive to the first of this year.

Collective Bargaining Scene

Agreements covering 500 or more workers, excluding agreements
in the construction industry

Part I—Agreements Expiring during June, July and August 1959

(Except those under negotiation in May)

Company and Location	Union
Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Aluminum Co. of Can., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Atlantic Sugar Refineries, St. John, N.B.	Bakery Wkrs. (AFL-CIO/CLC)
Automatic Electric (Can.), Brockville, Ont.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
B.C. Electrical, Vancouver, B.C.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Cdn. Telephone Empl. Assoc. (ind.) (craft and services)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Traffic Empl. Assoc. (ind.)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Cdn. Telephone Empl. Assoc. (ind.) (clerical empl.)
Bell Telephone, company-wide (chiefly Ont. and Que.)	Cdn. Telephone Empl. Assoc. (ind.) (equipment salesmen)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cdn. Aviation Electronics, Montreal, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Empl. Assoc. (ind.)
Cdn. Tube & Steel Products, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
City of Edmonton, Edmonton, Alta.	Nat. Union Public Empl. (CLC) (outside empl.)
City of Edmonton, Edmonton, Alta.	Nat. Union Public Empl. (CLC) (clerical empl.)
City of Edmonton, Edmonton, Alta.	Bro. Electrical Wkrs. (ind.)
Consolidated Paper Corp., Les Escoumins, Que.	Pulp, Paper Wkrs. (CLC)
Consumers' Gas of Toronto, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Structural Steel, Montreal, Que.	Mine Wkrs. (ind.)
Donohue Bros., Clermont, Que.	Carpenters (AFL-CIO/CLC)
Dress Mfrs.' Guild, Toronto, Ont.	Int. Ladies' Garment Wkrs. (AFL-CIO/CLC)
Duplicate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fishing cos. (various), Vancouver, B.C.	United Fishermen (ind.)
Fraser Companies, Cabano, Que.	Cath. Union of Farmers (ind.)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Bro. Railway, Transport, General Wkrs. (CLC)
Hotel Vancouver (CNR & CPR), Vancouver, B.C.	Bro. Railway, Transport, General Wkrs. (CLC)
Hyde Park Clothes, Montreal, Que.	Cloth. Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Cath. Union of Farmers (ind.)
Montreal Dress Mfrs.' Guild, Montreal, Que.	Int. Ladies' Garment Wkrs. (AFL-CIO/CLC)
New Brunswick Telephone, New Brunswick	Bro. Electrical Wkrs. (ind.)
North American Cyanamid, Niagara Falls, Ont.	United Electrical Wkrs. (ind.)
Okanagan Federated Shippers Assoc., Kelowna, B.C.	Okanagan Fed. of Fruit & Vegetable Wkrs. (CLC)
Pulp & paper mills (various), British Columbia	Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail Wholesale Wkrs. (AFL-CIO/CLC)
Saskatchewan Wheat Pool, Regina, Sask.	Wheat Pool Empl. Assoc. (ind.)
Taverns & hotels (various), Toronto, Ont.	Hotel, Restaurant Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress during May

Bargaining

Company and Location	Union
Alberta Government Telephones, Edmonton	Bro. Electrical Wkrs. (AFL-CIO/CIO) (plant craft)
L'Association Patronale des Hospitaliers, Quebec, Que.	Services Fed. (CCCL) (male empl.)
L'Association Patronale des Hospitaliers, Quebec, Que.	Services Fed. (CCCL) (female empl.)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Cab companies (various), Vancouver, B.C.	Teamsters (CLC)
Can. Cement, Montreal, Que.	Cement Wkrs. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Molders (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Broadcasting Corp., company-wide	Stage Empl., Moving Picture Operators (AFL-CIO/CLC)

Company and Location	Union
Cdn. Cottons, Cornwall & Hamilton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal, Que.	United Electrical Wkrs. (ind.)
Cdn. Pacific Airlines, Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Cdn. Sugar Factories, Raymond, Alta.	CLC-chartered locals
City of Winnipeg, Man.	Nat. Union Public Service Empl. (CLC)
Cluett, Peabody, Stratford, Ont.	Clothing Wkrs. (AFL-CIO/CLC)
Communauté des Soeurs de Charité de la Provi- dence, Montreal, Que.	Services Fed. (CCCL)
Courtaulds (Can.), Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frères, Montreal, Que.	Empl. Assoc. (ind.)
Dom. Bridge, Vancouver, B.C.	Bridge, Structural Wkrs. (AFL-CIO/CLC)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Electric Tamper & Equipment, Montreal, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Bro. RR Transport, General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Bro. RR Transport, General Wkrs. (CLC)
Int. Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Laundries (various), Vancouver, B.C.	Laundry Wkrs. (CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone System, Winnipeg, Man.	Man. Telephone Wkrs. (ind.)
Norton Company, Chippawa, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Cath. Union of Farmers (ind.)
R.C.A. Victor, Montreal, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assoc. (ind.)
Steinberg's, Montreal, Que.	Empl. Protective Assoc. (ind.)
St. Raymond Paper, Desbiens, Que.	Cath. Union of Farmers (ind.)
Trans Canada Air Lines, Montreal, Que.	Machinists (AFL-CIO/CLC)
Trans Canada Air Lines, Montreal, Que.	Empl. Assoc. (ind.)
Vancouver General Hospital, Vancouver, B.C.	Nat. Union Public Empl. (CLC)
Walter M. Lowney, Montreal, Que.	Bakery Wkrs. (AFL-CIO/CLC)

Conciliation Officer

L'Assoc. de Marchands Détaillants, Quebec, Que.	Fur Wkrs. (CCCL)
L'Assoc. Patronale du Commerce, Quebec, Que. (wholesale food operations)	Commerce Empl. (CCL)
Atlas Asbestos, Montreal, Que.	Asbestos Wkrs. (CLC)
Automobile dealers (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Cdn. Industries, Millhaven, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Vickers, Montreal, Que.	Four unions (AFL-CIO/CLC)
City of Calgary, Alta.	Nat. Union Public Empl. (CCCL)
Dairies (various), Toronto, Ont.	Teamsters (CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont.	Nat. Union Public Empl. (CLC)
Heinz Co., Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Woods Mfg., Welland, Ont.	Textile Council (ind.)

Conciliation Board

British Rubber, Lachine, Que.	CLC-chartered local
Cdn. Car & Foundry, Montreal, Que.	RR Carmen (AFL-CIO/CLC)
Cdn. National Railways, North Sydney, N.S.	Int. Assoc. Longshoremen (CLC)
Cdn. Pacific Railway (Western Region), Mont- real, Que.	Trainmen (AFL-CIO/CLC)
Cdn. Pacific Railway (Eastern Region), Mont- real, Que.	Trainmen (AFL-CIO/CLC)
City of Hamilton, Ont.	Nat. Union Public Empl. (CLC)
Crane Ltd., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Rubber, St. Jerome, Que.	CLC-chartered local
Dom. Textile, Montmorency, Magog, Sherbrooke, Drummondville, Que.	Textile Wkrs. (CCCL)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Fisheries Assoc. of B.C.	United Fishermen (ind.)
Fish canning companies (various), Vancouver, B.C.	United Fishermen (ind.)
Forest Industrial Relations, B.C.	Woodworkers (AFL-CIO/CLC)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (AFL-CIO/CLC)
Garment Mfrs.' Assoc. of Western Canada	Clothing Wkrs. (AFL-CIO/CLC)
Hamilton Cotton, Hamilton, Ont.	Textile Wkrs.' Union (AFL-CIO/CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	CLC-chartered local
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Steep Rock Iron Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post Conciliation Bargaining

Hotel Licensees, Edmonton, Alta.	Hotel Restaurant Empl. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont.	Machinists (AFL-CIO/CLC)

Arbitration Board

Company and Location	Union
Metro. Board of Commissioners of Police, Toronto, Ont.	Metro. Police Assoc. (ind.)

Work Stoppage

Polymer Corporation Ltd., Sarnia, Ont. Oil, Chemical Wkrs. (AFL-CIO/CLC)

Part III—Settlements Reached during May 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate).

American Smelting & Refining, Buchans, Nfld.—Steelworkers (AFL-CIO/CLC): 3-yr agreement eff. March 1, 1959, covering 700 empl.—5¢-an-hr increase with a basic hourly rate of \$1.50.

Alberta Government Telephones, Alberta—Bro. Electrical Wkrs. (AFL-CIO/CLC): 1-yr agreement eff. May 1, 1959, covering 1,300 empl.—4% increase across the board, or approximately 6¢-an-hr.

L'Assoc. Patronale du Commerce, Quebec, Que.—Commerce Empl. (CCCL): 2-yr agreement eff. March 1959, covering 1,300 empl.—\$1-a-wk wage increase retroactive to March 1, 1959 and \$1.25-a-wk increase on March 1, 1960.

Can. Steamship Lines, Point Edward, Toronto, Port Arthur, Windsor—RR and SS Clerks (AFL-CIO/CLC): 2-yr agreement covering 1,000 empl.—7¢-an-hr increase retroactive to the 1958 season plus 7¢-an-hr during 1959; 3-wk vacation (provided for first time) after 20 years.

Cdn. Broadcasting Corp., company-wide—Broadcast Empl., Technicians (AFL-CIO/CLC): 30-month agreement covering 1,300 empl.—13% wage increase retroactive to August 1, 1958, 3% on May 1, 1959 and 3.775% on April 1, 1960.

Cdn. Broadcasting Corp., company-wide—Radio, T.V. Empl. (ind.): 2-yr agreement covering 2,200 empl.—4% general wage increase retroactive to April 1, 1959 and 3% on April 1, 1960.

Cdn. Glove Mfrs.' Assoc., Montreal, Que.—Clothing Wkrs. (CCCL): 13-month agreement eff. Feb. 1, 1959 covering 1,000 empl.—10% general wage increase; one additional statutory holiday, total now 7; increase in the employer health insurance plan contribution from 2.1% to 2.75%.

Dom. Coal, Sydney, N.S.—Mine Wkrs. (ind.): 1-yr agreement covering 6,700 empl.—previous agreement extended without change to December 31, 1959.

Dom. Rubber, Kitchener, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 1-yr agreement covering 1,000 empl.—6½¢-an-hr general increase, with a 1¢-an-hr adjustment for skilled trades.

Dunlop Canada, Whitby, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 2-yr agreement covering 700 empl.—settlement terms not yet available.

Electric Auto-Lite, Sarnia, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3½-yr agreement covering 660 empl.—4¢-an-hr general increase retroactive to Sept. 1, 1958, 4¢ on Sept. 1, 1959 and 4¢ on Sept. 1, 1960, with skilled trades receiving an additional 4¢-an-hr on May 4, 1959 and Sept. 1, 1960.

Electro Metallurgical, Welland, Ont.—United Electrical Wkrs. (ind.): 3-yr agreement covering 550 empl.—6¢-an-hr increase on April 1, 1959, 6¢ April 1, 1960 and 6¢ April 1, 1961, with a 2¢-an-hr increase on night shift premium.

Falconbridge Nickel Mines, Falconbridge, Ont.—Mine Mill (ind.): 3-yr agreement covering 2,300 empl.—1% general wage increase eff. April 21, 1959, 2% eff. Jan. 2, 1960 and 3% eff. Jan. 2, 1961, with \$50 to cover retroactivity to June 1, 1958.

Hammermill Paper Co., Matane, Que.—Carpenters (AFL-CIO/CLC): 1-yr agreement covering 700 empl.—previous contract extended with no change to March 31, 1960.

Kellogg Co., London, Ont.—Grain Millers (AFL-CIO/CLC): 1-yr agreement covering 600 workers—4½% increase eff. April 15, 1959.

MacDonald Tobacco, Montreal, Que.—Tobacco Wkrs. (AFL-CIO/CLC): 2-yr agreement covering 1,500 empl.—a 10¢-an-hr increase eff. June 1, 1959 providing minimum hourly wage of \$1.56 for females, \$1.72 for males and \$2.30 for skilled tradesmen; increase in empl. sick benefits from \$38 a week to \$40 for women and from \$43 to \$50 for men.

Manitoba Telephone System, province-wide—Bro. Electrical Wkrs. (AFL-CIO/CLC): 1-yr agreement covering 1,000 empl.—increase of approximately 5% to all classifications eff. April 1, 1959, with some adjustments in shift work premium pay.

N.B. Electric Power Commission, province-wide—Bro. Electrical Wkrs. (AFL-CIO/CLC): 2-yr agreement covering 600 wks.—3% wage increase for all classifications during the first yr, and 3% during the second yr.

Northwest Industries, Edmonton, Alta.—Machinists (AFL-CIO/CLC): 2-yr agreement covering 600 empl.—2¢-an-hr increase retroactive to December 1, 1958, 3¢ eff. April 1, 1959 and 3¢ December 1, 1959, with an increase in shift premium from 10¢ to 12¢; one day's full pay for loss of work due to bereavement in worker's immediate family.

Old Sydney Collieries, Sydney Mines, N.S.—Mine Wkrs. (ind.): 1-yr agreement covering 1,500 empl.—previous agreement extended without change to December 31, 1959.

R.C.A. Victor, Owen Sound, Ont.—Woodworkers (AFL-CIO/CLC): 2-yr agreement covering 640 empl.—4¢-an-hr increase retroactive to April 1, 1959 and 4¢ on April 1, 1960; increase in surgical benefits and sick pay.

Shawinigan Chemicals Ltd., Shawinigan Falls, Que.—Shawinigan Chemical Wkrs. (CCCL): 3-yr agreement covering 1,500 empl.—3% wage increase retroactive to April 1, 1958 and 3% on October 1, 1960; 3¢-an-hr will be set aside for new job evaluation plan on April 1, 1961, and if not in effect by March 1962, this fund will be distributed to the empl.; 2-wk vacation after 2 yrs service (formerly after 3 yrs), 3 wks after 10 yrs (formerly after 15 yrs), 4 wks after 25 yrs (formerly after 30 yrs); new Supplemental Unemployment Benefits plan of \$13 a wk for laid-off employees with 800 accredited working hours.

NOTES OF CURRENT INTEREST

A. F. MacArthur New Unemployment Insurance Commissioner

A. F. MacArthur of Toronto, last President of the Ontario Provincial Federation of Labour (TLC), has been appointed to the Unemployment Insurance Commission to fill the vacancy created by the retirement of Commissioner R. J. Tallon, it was announced May 1 by the Minister of Labour.

Since the merger of the TLC Provincial Federation and the Ontario Federation of Labour (CCL) to form the Ontario Federation of Labour (CLC), Mr. MacArthur had been serving as international representative of the Office Employees' International Union.

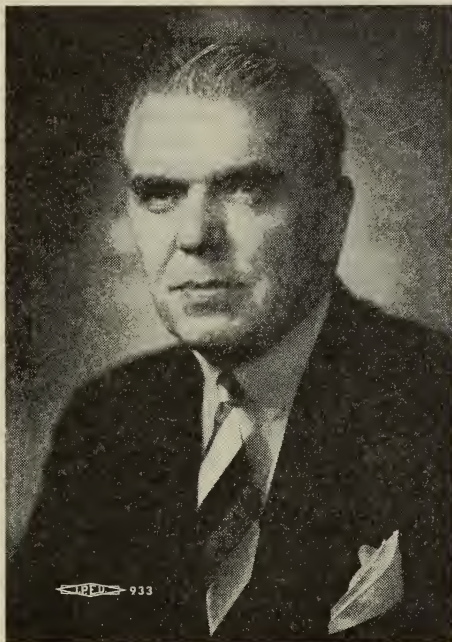
He is a member of the Ontario Hospital Services Commission, the Ontario Hydro Advisory Council, a Director of the Canadian National Exhibition, and a member of the Labour Committee, Toronto Community Chests.

He has been adviser to the worker delegate to the International Labour Conference and a member of numerous conciliation boards.

In announcing the appointment, the Minister said: "I am confident that, with his extensive background in the organized labour movement and his service to Labour over many years, Mr. MacArthur will bring to the Unemployment Insurance Commission a practical and sympathetic approach that will commend itself to Labour everywhere.

"I know the respect in which he is held in the labour movement and I am sure that his close, practical acquaintance with the problems of working men and women will prove supremely useful in the administration of the Unemployment Insurance Act and in the carrying out of his new functions."

The day of the announcement, the Canadian Labour Congress charged the Government with violating provisions of the



Unemployment Insurance Act in making the appointment to the Commission by failing to consult organized labour in advance, as required by the Act. The CLC's representations, which had been endorsed by the Canadian and Catholic Confederation of Labour, had been disregarded, it charged.

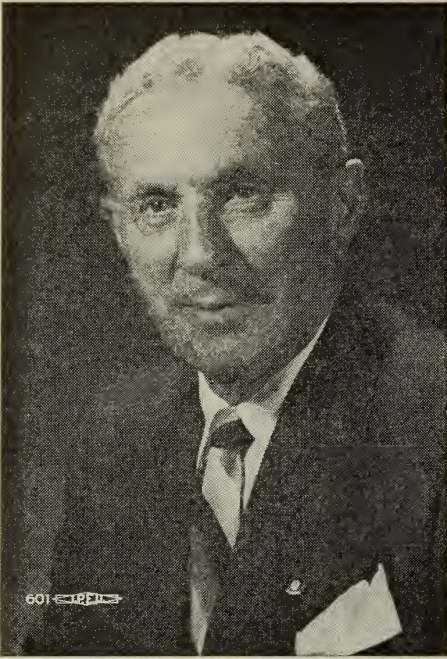
Also on May 1, three labour members of the Unemployment Insurance Advisory Committee tendered resignations. They were: George Burt, Canadian Director of the United Automobile Workers; A. Andras, CLC Director of Legislation and Government Employees Departments; and

Jean Marchand, General Secretary of the CCCL. The representative of the International Railway Brotherhoods, which had also submitted a nomination for the Commissioner's post, did not resign from the Committee.

In a statement later that same day, Hon. Michael Starr, Minister of Labour, pointed out that he had written CLC President Claude Jodoin on February 5 requesting three nominations and again on March 18 advising that the three named would be submitted, along with the name of Mr. MacArthur and that of a nominee of the National Legislative Committee, International Railway Brotherhoods.

"Mr. MacArthur was named because the Government, like myself, was impressed with his qualifications," the Minister said.

"The principle of consultation was carried out and will continue to be carried out. However, it must be made clear that no single group will have an exclusive power of veto over Cabinet appointments," Mr. Starr said.



A.H. Balch Appointed Member of Royal Commission on Railways

A. H. Balch of Ottawa, Chairman of the National Legislative Committee of the International Railway Brotherhoods, was appointed last month to a Royal Commission that has been set up to inquire into problems relating to railway transportation. Chairman of the Commission is Hon. Charles P. McTague.

Other members of the Commission are: Herbert Anscomb, Victoria chartered accountant; Rene Gobeil, Quebec forest engineer; M. A. MacPherson, Regina lawyer; Howard Mann, Executive Manager, Maritime Transportation Commission, Moncton; and Arnold Platt of Lethbridge, Alta., a farmer.

Vincent E. McKinnon of Sydney Mines, N.S., an official of the United Mine Workers, has been appointed a member of the Dominion Coal Board. His appointment gives Labour its first representative on the Board since the death 10 years ago of D. W. Morrison, also a UMW official.

Baxter Fudge of Corner Brook, Nfld., has been appointed to the staff of the Canadian Labour Congress. He is a former Vice-President of the Newfoundland Federation of Labour.

CLC President Claude Jodoin said the appointment was part of a program to strengthen and step up the activities of organized labour in Newfoundland.

A member of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers since 1944, Mr. Fudge was President of his local for 12 years. He was a Vice-President of the Newfoundland Federation for 10 years.

Harry Jacks of Ottawa has been named education representative for Ontario of the Canadian Brotherhood of Railway, Transport and General Workers. He was formerly President of the Brotherhood's largest local, No. 26, at Toronto, and a former chairman of the trade union committee of the Workers' Education Association of Canada.

Until 1956, when the CLC was formed, Mr. Jacks was the Brotherhood's representative on the national political action committee of the Canadian Congress of Labour.

Hawaiian Jobless Insurance Law Covers Seasonal Farm Labour

Seasonal agricultural workers are covered, for the first time in the United States, under the unemployment compensation bill passed recently in the state of Hawaii. The bill provides more extensive coverage than any other jobless pay law in the country.

Industrial and agricultural labour is included under the new Act, which provides for an increase in the maximum duration of payments from 20 to 26 weeks and in maximum weekly payments from \$35 to \$45.

To be eligible, seasonal workers must have 30 weeks' work or a minimum of 20 weeks in a seasonal job and additional employment that brings his earnings up to at least \$400.

"Moonlighting" Declined in U.S. During Year of Recession

"Moonlighting" declined substantially in the United States between July 1957 and July 1958, a period of recession, according to a survey by the U.S. Bureau of the Census.

As a proportion of all employed persons, those with two or more jobs constituted 4.8 per cent in July 1958, compared with 5.3 per cent in July 1957. The drop in the rate of multiple job-holding indicated a sharper loss in extra jobs than in total employment, 13 per cent compared with 3 per cent.

The largest single category of multiple job-holders again consisted of persons who worked for wages or salaries in nonfarm industries on both their primary and secondary jobs.

The survey indicated that in July 1958 some 3.1 million Americans were filling two or more jobs at the same time.

Problem of Older Worker Gets Government's Attention—Starr

The problem of the employment of older workers is receiving the attention of the Government, Hon. Michael Starr, Minister of Labour, told the House of Commons last month.

"A number of firms in this country have now approached the ridiculous in their attitude on this question," he said, adding that some have even set the upper age limit for employment as low as 35 years.

"Studies were recently undertaken by the Economics and Research Branch of my Department which show not only the downright fallacy but the poor economics of this position, and I hope to be able to bring these results home to employers across Canada very shortly," the Minister said.

He was speaking during the debate on Department of Labour estimates.

Productivity Must Be Increased, Meeting Says; Offers Methods

Government, Labour and Management must take measures to accelerate the rate of increase in productivity, it was recommended in an economic policy statement drafted at Columbia University's 15th annual American Assembly, which this year had as its theme, "Wages, Prices, Profits and Productivity". The statement had the general but not unanimous approval of the 63 participants.

Suggested measures to be taken included:

- Improving the quality of education;
- Training more scientific, technical and management personnel;
- Upgrading the skills of the labour force;
- Eliminating restrictive practices by Labour and Management;
- Stimulating the ideas and energies of the work force.

In the first of the statement's 13 points, the conference warned that a reasonably stable price level should be maintained and unemployment held to the minimum necessary to preserve the economy's flexibility.

Another section called for steps to increase worker mobility. Measures that could be taken, the statement said, included severance and relocation allowances, re-training programs, employment of qualified older workers, transferability of pension rights, extension of seniority units, provision of part-time jobs, and diversification of economic activity in distressed areas.

"Although reliance on unemployment is not an acceptable method of controlling inflation, it is recognized that a dynamic

economy brings about fluctuations in employment in particular occupations, industries and areas," the statement declared.

Nor would nation-wide bargaining nor the break-up of large unions into smaller units be an effective way of seeking greater wage and price stability, it added.

The average increase in output per man-hour in the economy as a whole, while relevant in negotiations, cannot be the only consideration, the conference said.

The conference participants, who included business, labour, government and university representatives, rejected any suggestion of direct general government controls of prices and wages.

Unrestrained upward pressure on wages, and therefore costs, by powerful trade unions was only one of many causes of recent inflationary rise, Prof. Sumner H. Slichter of Harvard said. The tendency of unions in the last few years to concentrate on improving members' income through wage increases has, in many cases, been a burden to the companies and a deflationary drag on the economy, he said.

But in most cases, it has probably been the most important single cause of inflationary pressure, his analysis indicated. However, he contended, it has also built into the economy a source of demand for goods that stepped up recovery from the 1957-58 recession and has stimulated economic growth.

Prof. Slichter, together with other conference delegates, urged that the horizons of union leaders and members be broadened from income improvement through wage increases alone to a more comprehensive program that embraced measures of greater economic benefit.

Practices Restricting Output Not Prevalent in U.K. Industry

Many practices in industry that are referred to as restrictive can be defended in the interests of health, safety and standards of work, it is the opinion of a Special Council of Investigation in Britain.

The Council was made up of representatives of the Trades Union Congress, the British Employers' Confederation and the nationalized industries.

The Council began an inquiry into the matter after it was suggested that British industry was riddled with practices that restrict output. After conducting the inquiry, which covered three out of four workers, the Council in its report stated that industry is not entirely free of practices that restrict output but "it certainly is not riddled with them".

Threat of SIU Withdrawal Wanes At Close of Biennial Convention

The threat of withdrawal of the Seafarers' International Union from the Canadian Labour Congress made by Hal. C. Banks, Canadian Director of the Union, at its biennial convention in Montreal last month apparently waned by the time the meetings ended.

The SIU has been involved in a jurisdictional dispute with the Canadian Brotherhood of Railway, Transport and General Workers. Both are affiliates of the Canadian Labour Congress.

At the same time it was revealed that exploratory talks had taken place concerning a merger of the SIU and the National Maritime Union, an AFL-CIO affiliate that has no members in Canada. The SIU has about 12,000 Canadian members.

During his address to the delegates in the convention's final stages, CLC President Claude Jodoin read a prepared statement in which he expressed hope that the jurisdictional difficulties could be settled. He said that Mr. Banks had "expressed his willingness and desire to comply with the CLC constitution."

The SIU convention, attended by about 200 delegates from both the West and Atlantic coasts and Puerto Rico, was held in Montreal because of questions affecting the SIU on both sides of the border arising out of the St. Lawrence Seaway.

The possibility of a merger between the SIU and the National Maritime Union was referred to by Joseph Curran, NMU President, in an address to the convention. Paul Hall, President of the SIU, made little comment on the plan of a merger, except to admit that it has been explored.

Mr. Curran outspokenly defended the Teamsters Union and its president, James Hoffa, saying that the sea unions could no longer exist without the full co-operation of the Teamsters and the International Longshoremen's Association, both of which have been expelled by the AFL-CIO but not by the CLC.

Mr. Curran and Sam Bennett, President of the Marine Firemen's Union of the Pacific, another speaker at the convention, criticized the Government of the United States for allowing U.S. owners to register ships under foreign flags in order to avoid U.S. labour and shipping laws.

Mr. Banks said that the opening of the Seaway had made necessary a new survey of Canadian coastal trade, and he supported Canadian shipping companies that would restrict trade to Canadian-registered vessels manned by Canadians.

Mr. Banks professed to foresee the possibility of the return to Canada of eight former Canadian National Steamships freighters which were bought by Cuban interests. The ships have been prevented by SIU strikers from sailing to Cuba.

Dubinsky Re-elected President Of Ladies' Garment Workers'

Constitutional changes that reduced the number of international vice-presidents from 23 to 21 and put into formal language a union practice of many years' standing that had been challenged in the courts were approved by the 30th triennial convention last month of the International Ladies' Garment Workers' Union. The convention was attended by about 1,000 delegates from the United States and Canada.

The second constitutional change prohibits officers of the Union from accepting employment with employer groups for a period of three years after they sever connection with the union. If they do, the union will refuse to deal with them.

David Dubinsky, who since 1932 has been both President and Secretary-Treasurer of the Union, was unanimously re-elected President but did not seek re-election to the secretary-treasurer's office. Elected to succeed him in that position was Louis Stulberg, the Union's Executive Vice-President—a non-elective post—who first joined the Union in Toronto.

A resolution introduced by Vice-President Bernard Shane of Montreal, at a session of the Canadian co-ordinating committee comprised of Canadian delegates who represented the union's 15,000 Canadian workers, affirmed that an anti-labour trend was evident in Canada on both a provincial and a national basis.

Mr. Shane was elected chairman of the finance committee at the convention—the only Canadian delegate to be chosen as a committee chairman. Other Canadians named to sit on committees included: Sam Kraisman of Toronto, Sam Herbst of Winnipeg, and Sam Liberman, Yvette Charpentier and Maurice Manel of Montreal.

Claude Jodoin, President of the Canadian Labour Congress, in addressing the convention criticized "super-nationalists" in Canada who oppose international unions on the ground that they are dominated by parent organizations in the United States. He said that "there is room within the Canadian Labour Congress for both national and international unions, and we intend to keep it that way."

CCCL to Ask Govt. to Invite ILO Mission to Visit Canada

The Canadian and Catholic Confederation of Labour has decided to ask the federal Government to request that the International Labour Office mission to inquire into freedom of association come to Canada to find out on the spot how matters stand with regard to the right of association in those fields which come under federal jurisdiction.

This decision was made at the last meeting of the Executive and the Confederal Bureau of the CCCL, held in May.

As for those sectors which come under provincial jurisdiction, the CCCL is asking that Ottawa urge the provincial governments to allow the ILO mission to extend its work into those areas.

The United States and Russia were the first two countries to ask that the inquiry mission visit them in order to find out on the spot what is going on there in connection with freedom of association (L.G., April, p. 384).

Old Age Assistance, Payments To Blind, Disabled Increase

The number of persons receiving old age assistance in Canada increased from 96,975 at December 31, 1958 to 97,836 at March 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$7,593,917.93 for the quarter ended March 31, 1959 compared with \$7,632,415.77 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$159,049,313.17.

Federal expenditure for the fiscal year 1958-59 amounted to \$30,207,284.36, an increase of \$5,245,901.13 over the expenditure of \$24,961,383.23 in 1957-58.

At March 31, 1959, the average monthly assistance in the provinces ranged from \$48.96 to \$53.20, except in one province where the average was \$44.45. In all provinces the maximum assistance paid was \$55 a month.

Blind Persons Allowances

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,725 at December 31, 1958 to 8,747 at March 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$1,060,388.70 for the quarter ended March 31, 1959, compared with \$1,066,878.50 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$23,195,827.85.

Federal expenditure for the fiscal year 1958-59 amounted to \$4,235,131.48, an increase of \$659,407.44 over the expenditure of \$3,575,724.04 in 1957-58.

At March 31, 1959, the average monthly allowance in the provinces ranged from \$50.75 to \$54.41. In all provinces the maximum allowance paid was \$55 a month.

Disabled Persons

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 47,273 at December 31, 1958 to 48,040 at March 31, 1959.

The federal Government's contributions under the federal-provincial scheme totalled \$3,939,969.95 for the quarter ended March 31, 1959 compared with \$3,870,765.33 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$39,673,830.48.

Federal expenditure for the fiscal year 1958-59 amounted to \$15,330,368.16, an increase of \$4,238,703.71 over the expenditure of \$11,091,664.45 in 1957-58.

At March 31, 1959, the average monthly allowance in the provinces ranged from \$51.28 to \$54.69. In all provinces the maximum allowance paid was \$55 a month.

TWUA Brief Seeks Reduction In Imports to Save Industry

Both the former and the present Governments have turned their backs on Canada's textile industry, said J. Harold D'Aoust, Canadian Director of the Textile Workers Union of America (CLC), at the opening of the union's three-day biennial national conference in Ottawa at the end of May. He was referring to unsuccessful union representations to government for anti-dumping legislation and tariff protection.

During the meeting the union presented to the Cabinet another brief on the subject of protection for the industry against imports. The brief asked for an outright ban on all textile imports exceeding the average level of the 1946-50 period.

The Union estimated that employment in the textile industry had declined by February this year to 78,875, a decrease of 23 per cent from the 1951 average. Since 1954, it said, 31 mills had closed, resulting in a loss of 5,000 jobs.

Government Employees' Work Accidents

Claims resulting from work accidents received by the Department's Government Employees Compensation Branch totalled 1,375 in April 1959 compared with 1,189 in April last year.

Sheet Metal Workers' President For 20 Years, Robert Byron Dies

Robert Byron, President of the Sheet Metal Workers' International Association for 20 years, died May 30 in Evanston, Ill., at the age of 79 years.

Mr. Byron, who had planned to retire July 1 from the presidency of the 100,000-member union, had attended every American Federation of Labour convention for 50 years, and on three occasions was a delegate to the International Labour Conference.

He was first elected President of the Sheet Metal Workers in 1938 and had since been re-elected to successive four-year terms, the last time at the union's convention last fall.

A coal miner before he was 15 years of age, Mr. Byron was active in organizational work for the union that became the United Mine Workers of America. He also helped organize the Springfield local of the Sheet Metal Workers Union and served as its recording and financial secretary. In the early years of the century he was President of the Springfield Federation of Labour.

Reject Canadian Bid to Amend Constitution of Railway Clerks

A Canadian-sponsored amendment to the constitution of the Brotherhood of Railway and Steamship Clerks (AFL-CIO-CLC) that would have permitted Canadian lodges to participate in partisan politics was defeated at the union's quadrennial convention last month in a vote by Canadian delegates that was later endorsed by the whole convention.

During the debate, Canadian Vice-President Frank Hall suggested that Labour would lose more than it would gain by associating with a specific political party at this time. The Brotherhood's President, George M. Harrison, also warned against converting the trade union movement into a political party.

The union's constitution bars any of its lodges from supporting a political party, and its members from discussing partisan politics at union meetings. At its last convention, the Canadian Labour Congress decided to initiate discussions aimed at forming a new political party and to urge all affiliates to take the utmost interest in political affairs (L.G., June 1958, p. 589).

Impressive progress by the Brotherhood in Canada was reported by Mr. Hall in his section of the officers' reports submitted to the convention. He gave an account of the negotiations with Canadian railways

that have led to a series of wage increases, plus a health-welfare plan, and other improvements for railwaymen in Canada.

Mr. Hall also recounted the gains obtained by the Brotherhood for employees it represents in Canadian steamship companies, in stevedoring firms, in grain elevators at the lakehead, on airlines, and in other industries.

He mentioned some of the difficulties encountered by unions in Canada because "politicians and some business interests" have stirred up nationalist and anti-United States feeling, leading to attacks on international unions with which Canadian unions are affiliated.

He said that these interests "interpret the association of Canadian with U.S. workers as submitting the form to the domination of the latter, while ignoring the advantages and assistance inherent in this association".

The convention was attended by more than 1,200 delegates, among whom the Canadian delegation numbered 87.

Employment Increases in U.S. Double Seasonal Expectation

The increase in jobs and the drop in unemployment in the United States in April were approximately double the average seasonal improvement for this time of year, according to the U.S. Department of Labor and Department of Commerce.

Unemployment dropped 700,000 to 3.6 million and employment increased by 1.2 million to 65,000,000, a record for the month.

Employment in manufacturing increased by 30,000 during the month to 16,000,000, instead of showing the usual seasonal decline for this time of year. There were 900,000 more factory jobs than a year ago, but 800,000 fewer than in April 1957.

In Great Britain the number of persons unemployed on April 13 was 531,000. This was 20,000 fewer than on March 9 and was equivalent to 2.4 per cent of the insured population, compared with 2.5 in March and 2.0 in April of last year.

Railway Operating Revenues, Expenses Decrease in 1958

Canadian railways' operating revenues in 1958 totalled \$1,160,801,000, a decrease of 7.9 per cent from the \$1,259,775,000 in the previous year, the Dominion Bureau of Statistics has reported.

Operating expenses dropped 5.8 per cent, from \$1,194,450,000 in 1957 to \$1,124,844,000 in 1958, with the result that net railway operating income dropped 45 per cent from \$65,325,000 to \$35,957,000.

Teamsters Announce Withdrawal from International Federation

The International Brotherhood of Teamsters has withdrawn from the International Transport Workers' Federation. President James R. Hoffa notified the Federation's executive committee, meeting in London last month, that his union would stop submitting per capita dues "pending solution of our differences with the AFL-CIO".

United States railway unions in the Federation had been pressing it to investigate charges of corruption in the Teamsters.

Mr. Hoffa implied that the withholding of dues would be only temporary and said that the union would continue to "support" the Federation.

AFL and CIO Marine Engineers Unite, Plan Campaign on Lakes

Plans to organize all marine engineers working on the Great Lakes are being made by the 1,100-man Local 101 of the Marine Engineers Beneficial Association of Detroit, Mich.

The MEBA local membership was recently enlarged when the Brotherhood of Marine Engineers voted 310 to 57 to merge with it. The MEBA membership voted 3,100 to 764 in favour of the move.

The MEBA was a former CIO affiliate; the Brotherhood a former AFL affiliate.

Items of Labour Interest in House of Commons

April 23—*The Minister of Trade and Commerce* introduced the following resolution:

That it is expedient to introduce a measure to provide for the establishment and operation of a national energy board and the appointment of its members and staff, to define its duties, to authorize it to exercise certain powers and to provide for other related and incidental matters.

The Unemployment Insurance Commission lost \$10,115,171.51 during the fiscal year 1958-59 through sale of bonds, the Minister of Labour informed a questioner.

April 27—*The Minister of Labour* introduced the following resolution:

That it is expedient to introduce a measure to amend the Unemployment Insurance Act to raise the rate of remuneration of insurable employment; to increase the rates of contributions to be paid on behalf of insured persons and employers; to add new grounds for extension of the qualifying periods; to provide a new schedule of rates of benefits consequential on the new table of contributions; to provide that the maximum benefits, under the heading "duration of benefit", will be increased from 36 times to 52 times the weekly benefit rate; to establish a new schedule of allowable earnings; and to provide for other related matters.

The Minister of Labour introduced the following resolution:

That it is expedient that the House of Parliament do approve of Convention No. 105, concerning the abolition of forced labour, which was adopted by the International Labour Conference at its 40th session at Geneva on the 25th day of June 1957, and that this House do approve the same.

Request by the United Steelworkers of America (CLC) for a public inquiry into the steel industry to determine whether companies have been justified in further increasing steel prices is being looked into, the Minister of Trade and Commerce replied to a question.

Committee set up in 1957 to investigate the effects of automation on employment had made no formal recommendations but had already given very valuable advice and suggestions to officials of the Department of Labour engaged in the study of automation, the Minister of Labour said in answer to a question.

Transportation for groups of unemployed in one province who are able to obtain employment in another province is paid provided there is an Order in Council declaring the area from which the workers are moved to be a labour surplus area, the Minister of Labour replied to a question.

April 28—*Meeting on coal industry* between federal and Nova Scotia ministers was held April 27, the Minister of Mines and Technical Surveys reported. There was agreement on the importance of the industry and on the urgency of conducting a survey in order that a solution could be reached to the industry's long-standing problems, he said. The meeting was preliminary; further consultations will be held in the near future.

Bell Island has been declared a labour surplus area, the Minister of Labour told a questioner, and movement expenses will be paid. He also advised that the Department of Labour had received indications that 200 of the 575 laid-off miners could get work in Ontario mines.

Canadian National Railways Industrial Development Branch has for many years offered a specialized service to industry designed to assist plant location and expansion, the Minister of Transport informed the House, and currently a direct mail campaign is being aimed at a carefully chosen list of senior executives of United

States firms, with a view to interesting them in locating plants in Canada and also informing them of the industrial location services provided by the railway. The Government has never opposed U.S. industry's coming to Canada to provide jobs for Canadians, he added.

National Employment Service office facilities are being used to the fullest possible extent to find jobs for skilled personnel laid-off by the A. V. Roe Company, the Minister of Labour said in reply to question. The questioner had asked the Minister what steps were being taken to retain these highly skilled workers in Canada, 1,000 of whom were reported to have applied for visas to enter the United States.

Request from Brotherhood of Locomotive Firemen and Enginemen for consent to prosecute the Canadian Pacific Railway Company was referred to his departmental officials, the Minister of Labour said in answer to a question, and was refused because the points raised in the complaint were "of a nature normally dealt with under grievance procedures".

April 29—*Cost of the old age security report* was: \$20,025 in fees and \$5,962.91 for disbursements to Dr. R. M. Clark, who prepared the report; \$1,259.60 for printing. The total cost was thus \$27,247.51, the Minister of National Health and Welfare replied to a question.

Memorandum of agreement that averted a strike of Canadian National Railways firemen was read by the Minister of Labour.

Motion to appoint select committee on broadcasting approved. The committee will have 35 members and will "consider radio and television broadcasting together with the annual report of the Canadian Broadcasting Corporation, and review the operations, policies and aims of the Corporation, and its revenues, expenditures and development."

April 30—*Resolution to amend the Income Tax Act* as proposed in the 1959 Budget (L.G., May, p. 460) was debated; the House adjourned without question put.

May 4—*The Minister of Labour* gave a lengthy statement in answer to questions concerning the appointment of A. F. MacArthur to the Unemployment Insurance Commission (see page 573).

Debate continued in committee on resolution to introduce amendments to the Income Tax Act. The resolution was agreed to.

Resolution to amend the Old Age Security Act as proposed in the 1959 Budget considered in committee and agreed to.

Resolution to amend the Excise Act as proposed in the 1959 Budget (increased

duty on spirits and cigars) considered in committee and agreed to.

Resolution to amend the Excise Tax Act as proposed in the 1959 Budget (cigarettes) considered in committee; the House adjourned without question put.

May 5—*CCCL was consulted* concerning appointment of a commissioner to the Unemployment Insurance Commission and replied that they concurred in the recommendations of the Canadian Labour Congress, the Minister of Labour replied to a question.

"Blue book" on pension plans is nearly completed, the Minister of National Revenue informed a questioner.

Effect of increase in interest rates of C.M.H.C. loans on housing for the elderly has amounted to only \$3 a month; the remainder of the increase in rentals arises from an increase in operating costs, the Minister of Public Works said in answer to a question.

Resolution to amend Excise Tax Act agreed to.

Resolution to amend the Unemployment Insurance Act considered in committee and Bill No. C-43 was given first reading.

May 6—*Bill C-31 repealing and replacing allowance provisions of the Veterans Rehabilitation Act* given third reading and passed.

Bill C-32 containing amendments respecting definitions, re-establishment credits and other items in the War Service Grants Act was considered in committee, given third reading and passed.

May 7—*Royal Commission on Price Spreads* report should be concluded by mid-September, Prime Minister reported.

Department of Labour estimates considered in committee; the House adjourned without question put.

May 8—*Bill No. C-46 to amend the Old Age Security Act* introduced and given first reading.

Bill No. C-45 to amend the Excise Act introduced and given first reading.

Department of Labour estimates again considered and progress reported.

May 11—*Bill C-45 to amend the Excise Act* given third reading and passed.

Bill C-46 to amend the Old Age Security Act read the second time, considered in committee and passed.

Bill C-43 to amend the Unemployment Insurance Act, to increase rates of contributions, amounts of allowable earnings, and coverage, and to extend the benefit period to 52 weeks, debated on motion for second reading. The House adjourned without question put.

May 12—*The House resumed consideration of the motion for second reading of Bill C-43. An amendment that would have raised government contributions to the Unemployment Insurance Fund to "one-half that of the existing combined contributions from employers and employees" was defeated. A second amendment that would have killed the bill "because its provisions were formulated and introduced without any consultation by the Government with the Advisory Committee" was ruled out of order. The House adjourned without question put.*

May 13—*Royal Commission appointed to inquire into problems relating to railway transportation and the alleviating of inequities in the freight rate structure, the Prime Minister announced. (A. H. Balch, Chairman, National Legislative Committee, International Railway Brotherhoods, is a member. The Chairman is Hon. Charles P. McTague.)*

Bill C-47, to amend the Excise Tax Act (cigarette tax) given first reading.

Bill C-48 to amend the Income Tax Act (Budget proposals) given first reading.

Question on manufacture in Canada of small cars was answered by the Prime Minister, who said:

I can say this, that if and when Ford, General Motors or Chrysler announce that they intend to enter upon the production of the so-called small cars in the United States, the Government is determined, insofar as it lies within its power, to have smaller cars produced in Canada . . .

Consideration resumed on motion for second reading of Bill C-43, to amend the Unemployment Insurance Act. An amendment was ruled out of order. The House adjourned without question put.

May 14—*Bill C-43 to amend the Unemployment Insurance Act given second reading (133 to 34) and referred to the standing committee on industrial relations.*

Further consideration given to Department of Labour estimates and progress reported.

May 15—*Further debate on the Department of Labour estimates; progress reported.*

May 18—*Motion to introduce amendments to the Veterans' Land Act to provide further financial assistance for home construction was agreed to.*

Manufacture of small cars in Canada is an economic necessity. This is the Government's view, the Prime Minister told executive officers of several Canadian automobile companies at meetings on May 16, he reported to the Commons.

Bill C-38, to make provision for the reduction of certain class and commodity rates on freight traffic, considered in committee, read the third time and passed.

Resolution to introduce measure to establish a National Energy Board considered in committee; the House adjourned without question put.

May 19—*Resolution to introduce a measure to establish a National Energy Board agreed to. Bill C-49, to provide for the establishment of a National Energy Board, read the first time.*

Bill C-50 to amend the Veterans' Land Act to provide further assistance for home construction given first reading.

Resolution to approve ILO Convention 105 agreed to.

Bill C-47 to amend the Excise Tax Act (cigarette tax) read the second time, considered in committee, read the third time and passed.

Bill C-48 to amend the Income Tax Act (Budget proposals) read the second time and considered in committee.

May 20—*First reading of private member's Bill (C-51) to promote industry and reduce unemployment in the Maritime Provinces by adapting the facilities of the Industrial Development Bank Act to the specific economic needs of those provinces.*

No legislation at this session based on Dr. Clark's report on old age security is anticipated, the Minister of National Health and Welfare informed a questioner.

Amendment to Bill C-48 to amend the Income Tax Act defeated 166 to 39. The amendment would have referred the Bill back to committee for reconsideration of the provision concerning non-deductibility of hospital bills paid under federal-provincial hospital insurance. Bill read the third time and passed.

Bill C-50 to amend the Veterans' Land Act given second reading and referred to the standing committee on veterans affairs.

Department of Labour has contributed \$165,094 towards the construction of a new wing to the Prince Edward Island Vocational School at Charlottetown, the Minister of Labour replied to question. He also listed the amounts contributed to that province in each of the years from 1946 to 1958.

May 21—*Department of Labour estimates approved and passed.*

May 22—*No eviction notices whatever were given in Sarnia as a result of the dispute at the Polymer Corporation, the Minister of Public Works informed questioner, although CMHC had terminated some tenancies.*

Motion for second reading of Bill C-49 to establish a National Energy Board debated; the debate was adjourned without question put.

Stimulation of Winter Employment

Municipal Winter Works Incentive Program probably most far-reaching result of last July's National Winter Employment Conference. Federal Government's other activities designed to stimulate employment in wintertime continue all year

The Municipal Winter Works Incentive Program was probably the most far-reaching result of the National Winter Employment Conference convened by the Minister of Labour in July 1958 (L.G., Aug. 1958, p. 847).

The Conference, which brought together representatives of government at all levels, labour, industry and national associations to discuss winter employment and make suggestions on how it could best be stimulated, submitted 43 recommendations. All of them were given careful study by the Winter Employment Working Committee, composed of officials of the Department of Labour and the Unemployment Insurance Commission, augmented for this study by representatives of other government departments and agencies closely concerned with the question of winter employment*.

Under the Municipal Winter Works Incentive Program, the federal Government offered to pay 50 per cent of the direct payroll costs of approved projects undertaken by municipalities between December 1, 1958 and May 31, 1959, an extension from the date April 30 originally announced. Some provinces contributed 25 per cent of the remaining payroll costs. (For terms of the federal offer, see the *LABOUR GAZETTE*, March, p. 233.)

Up to May 29, 2,324 projects had been approved at an estimated cost to the federal treasury of \$10,627,000. The estimated number of additional jobs provided was 41,281.

Early in 1958, months before the Conference, planning of activities aimed at stimulating employment during the winter ahead had begun. It was agreed that advertising in the press and the national magazines and over radio and television, which had proved effective, should be continued, if possible on a larger scale. Additional funds for publicity purposes were made available later in the year. As a result, the advertising campaign was intensified, greater emphasis being placed on the

availability of home improvement loans and some publicity given to farm improvement loans.

During the early summer new posters, streamers, pamphlets and folders were prepared so that they would be available in good time for communities to launch their winter employment campaigns. National associations were again reminded of the winter employment problem and asked to continue their efforts to provide more winter work.

Federal government departments and agencies have succeeded in shifting a greater proportion of construction work and purchasing to the winter months. An increasing amount of repair, renovation and maintenance work is now carried out in the wintertime. As a matter of policy, some government departments and agencies do practically all repair and maintenance work then, except for jobs of an urgent nature and those which can not be undertaken in the cold weather. Departmental purchasing practices have been changed and the buying cycle altered in some cases in order that purchasing can create more winter employment. Manufacturers have helped by putting forward suggestions.

The majority of large government construction projects are kept active throughout the winter. During the past winter post offices were built in more than 60 Canadian communities in order to provide winter work.

The Municipal Winter Works Incentive Program is only one of a number of special winter work projects carried out by the government in co-operation with other groups. The Department of Northern Affairs and National Resources offered financial assistance to the provinces in the development of camp grounds and picnic areas and the construction of forest access roads. The federal Government paid 50 per cent of the labour costs of these two programs, which operated from October 31, 1958 to May 31, 1959.

Expenditures on forest access roads and trails amounted to \$4,900,000, of which the federal Government paid \$2,240,000. The expenditures on camp grounds and picnic areas amounted to nearly \$2 million, of which the federal Government paid nearly half. This latter program alone provided nearly 4,000 man-months of employment. The Department of Northern Affairs and

* The Committee meets monthly and deals with publicity, local employment office activities, liaison with provincial governments and national organizations and other related matters. Another body, the Interdepartmental Committee on Winter Employment, composed of senior officials of all government departments and agencies concerned with employment, is responsible for ensuring that a maximum amount of winter work is provided in connection with government expenditures.

National Resources also undertakes other major winter projects, many of them in connection with road work and other activities in the national parks.

During the past winter employment was stimulated greatly as a result of funds made available by the federal Government for housing. Many contractors in all parts of Canada kept their operations going throughout the winter months, with the result that they started a record number of houses—164,000—in 1958. A high rate of starts is being maintained.

In addition a larger amount of money was borrowed during the past winter under the provisions of the National Housing Act for home improvement loans than in previous years. Central Mortgage and Housing Corporation has also encouraged the building of low-rental housing in rural areas and even prepared working drawings of suitable buildings.

The government advertising and publicity program was expanded and liaison with large national companies having a direct interest in stimulating winter sales was increased as a result of the National Winter Employment Conference. Public service support from companies with an indirect interest was also obtained so that the greatest possible assistance would be given to local winter employment campaigns. Nearly 2,000,000 pamphlets were distributed to householders across the country through the co-operation of the Post Office, which also used the "Do it Now" slogan on all cancellation machines during the winter months. The "Do it Now" message was carried on 1,500 outdoor billboards on a public service basis.

Active co-operation was obtained from newspaper associations, the Canadian Broadcasting Corporation, and large magazine houses. In all, about fifty national associations and publishing firms have given some degree of co-operation. These efforts aroused considerable interest and increased participation at both the national and local level. During the year a total of 67 of the country's largest national manufacturers, distributors and advertisers, including chartered banks, supported the program in various ways. Sometimes, as in the case of firms selling goods or services directly involved in winter work, this co-operation took the form of re-scheduling advertising and promotion to coincide with the campaign. Other firms, not so directly involved, arranged for the Department's television "clips" or radio spot announcements to be used on the programs they sponsored, or arranged a nation-wide display of posters on their vehicles. To

awaken interest in winter activity, a leading trade magazine originated, in co-operation with the Department, a contest for the title of "Building Supply Dealer of the Year", the winner to be judged on his winter promotion sales.

It has been estimated that ten dollars worth of support was forthcoming from the outside sources for every dollar spent by the Department on behalf of the campaign. The records show, too, that many companies in giving their support have created new markets for themselves which have increased their sales and provided a great deal of extra winter work. The net result has been beneficial at both the community and national levels.

Because it is at the community level that the campaign takes effect, the organization of approximately 200 local campaigns across Canada by the National Employment Service of the Unemployment Insurance Commission was a major feature of the undertaking. Most of these local campaigns were conducted jointly by the National Employment Offices and voluntary committees of interested citizens, but in a few cases the National Employment Service operated alone. The first effect of these campaigns was to bring the facts of winter unemployment and the desirability of doing something about it squarely before the individual. The second effect was to stimulate individuals to support the campaign itself, or better still its objectives, according to their abilities and the opportunities open to them.

Public knowledge of the problem of winter unemployment and awareness of the evils related thereto was increased tremendously by the local campaigns. Some idea of how this increase was achieved can be gathered from the following paragraphs.

Local organizations distributed more than 100,000 posters, 80,000 window streamers, almost 3,000,000 correspondence stickers and more than 1,100,000 pamphlets, all of which were provided by the Department of Labour. Sponsored newspaper advertisements, editorials, pictures and news items obtained locally are conservatively estimated to total 248,836 column inches. Locally sponsored radio and TV spots are similarly estimated to total 27,791 spots.

The film "Winter Construction—It Can Be Done", prepared by the National Research Council, was shown to 368 audiences; 428 talks and panel discussions were conducted and, by local arrangement, 379 second-run movie theatres ran winter employment film clips as a public service.

The organization and control of local campaigns entailed 927 meetings of local committees. In addition local workers arranged much additional free publicity such as: pulpit announcements, letters from committee chairmen to employers, parades, exhibitions, etc. Reports from employment offices and local committees indicate that this increased knowledge was translated into action by municipal governments, local industry and business, local organizations and individuals. As a result of such action many thousands of workers were employed who would otherwise have remained unemployed and large numbers of workers who would have become unemployed due to layoffs were retained in employment.

Provincial governments continue to co-operate in efforts to stimulate winter work. Most of them schedule their operations in such a way that a maximum amount of employment is provided during the winter. More road work is carried out each winter and a larger amount of bridge construction is done during the cold months. Nova Scotia offered to municipalities a winter works incentive program of its own under which the province paid 50 per cent of direct payroll costs of approved projects for the repair, extension and renovation of municipal buildings, repairs and improvements to parks and playgrounds, screening and improving reservoirs and water supply lakes, improving dumps and erecting or repairing traffic signs and street name signs. Interdepartmental winter work committees have been established in many provinces and were particularly active in New Brunswick and Saskatchewan. In Alberta a \$2 million cold weather road building program was carried out with the specific purpose of providing winter work. In Manitoba work continued throughout the winter on the new \$6 million administration building in Winnipeg. Ontario's winter work projects included construction of camp sites, picnic areas and forest access roads, continuation of more than 100 highway projects that would normally be closed down for the winter, work on the St. Lawrence Parkway, construction of large hospitals at Kingston, Hamilton, Chatham, Penetang and Whitby, and the employment of some 12,000 men on 470 highway maintenance and construction projects.

The winter employment activities of The Canadian Manufacturers' Association are of particular interest. After participation by the Association in the National Winter Employment Conference, a high-level committee on winter employment was established to study the types of manufactured

products which might be sold to a greater extent during the winter months, to consider how production and sales programs could be planned on a year-round basis in order to minimize winter layoffs and to study the possibility of encouraging more national and local advertising of such products during the winter months. It is anticipated this committee will have useful recommendations to put forward in connection with next winter's campaign.

During the past year the President of The Canadian Manufacturers' Association has appeared on television, participated in the "Canada at Work" broadcasts and spoken before the Rotary Club in Montreal on winter employment. The CMA publication, *Industry*, carried two articles on winter employment and four special articles on the same subject appeared in *Industrial Canada*. Divisions and branches of the Association across Canada co-operated with interested individuals and groups at the provincial and municipal level on winter employment programs. Representatives sat with local and provincial winter employment committees.

The Canadian Construction Association established the National Joint Committee on Wintertime Construction in 1955. This committee is representative of all groups which have an interest in winter construction. It has been active since its formation and met twice during the past winter. In addition several of its sub-committees met frequently. The Association and the Committee both took an active part in the National Winter Employment Conference and submitted a number of recommendations. The Committee worked with the National Research Council in the preparation of the film "Wintertime Construction—It Can Be Done". Officials of the Association spoke about winter construction at points across the country on every possible occasion. Useful information concerning winter construction techniques was made available to all members and many trade and professional journals in the construction field devoted space to wintertime construction.

The Canadian Labour Congress is represented on the Winter Employment Sub-Committee of the National Employment Committee, the National Joint Committee on Wintertime Construction and all regional employment committees of the UIC. Through its local councils it is also represented on local employment committees. Labour Councils are encouraged to co-operate with municipal authorities in developing winter projects to stimulate employment. Many of them sponsor advertisements and other forms of publicity to

stimulate winter work. Provincial Federations of Labour are encouraged to co-operate with provincial authorities in developing provincial employment programs.

The National House Builders Association is represented on national and local winter employment committees and has distributed publicity material on winter employment to local associations. It has assembled information in connection with winter house-building and made that information available to members across the country. The result has been an increased interest in winter employment and an increasing amount of winter building. The experience of builders who have always operated for twelve months each year and those who have undertaken winter construction on an experimental basis has been of great value in establishing a realistic view of the benefits and difficulties inherent in winter construction.

It is not possible to assess statistically the results of efforts to stimulate winter employment. One indication is the steady increase in active participation, including advertising, by various groups throughout

the country. These include not only national organizations and provincial governments but also thousands of individual firms which have undertaken sales promotion programs, in many cases for the first time, during the winter months. Private advertising this past winter has increased to 1,000 pages from about 400 pages two years ago. More than 700 editorials in every type of newspaper have endorsed the winter employment program.

It is known that new markets have been developed in the wintertime in home improvement and other fields and that this has resulted in increased employment for large numbers of tradesmen. Reports from local offices of the National Employment Service tell of thousands who were put to work as a direct result of the winter employment campaigns. There is every indication that the people of Canada generally are becoming more aware of the seriousness of winter unemployment and are more determined to take practical action to deal with it. There seems to be general agreement that the effort which has gone into the stimulation of winter employment has been worthwhile.

28th Meeting, Vocational Training Advisory Council

Council calls for increase in present programs of student aid, continuance of Department's research program on requirements and training of skilled manpower

A strong appeal was made to the federal Department of Labour to carefully review its present programs of student aid and press for continuance of the programs on a greatly increased basis, at the 28th meeting of the Vocational Training Advisory Council, held in Ottawa May 12 and 13 under the chairmanship of Dr. G. Fred McNally.

In urging expansion of training, Council noted that it is vitally important that Canada's expanding national economy be assured of a steadily increasing supply of professional and technically trained workers.

It was also noted that the financial burden on the individual in attaining advanced education continues to increase each year, while the federal Government contribution to student aid has remained unchanged. Some of the wealthier provinces have established independent financial plans, thus greatly widening the disparity of opportunity in different parts of Canada for students to obtain university and technological training.

The Council recommended continuance of the Department's research projects on the requirements for skilled manpower.

Hon. Michael Starr, Minister of Labour, and A. H. Brown, Deputy Minister, welcomed the delegates to the meeting. The delegates represented all provinces in Canada. Both Mr. Starr and Mr. Brown praised the work of Council in its continuing effort to see that more persons are trained better to meet the always-rising demands for skilled labour in Canada.

In his remarks, Mr. Starr noted that, thanks to expanded training in Canada, it was becoming less and less necessary to import skilled tradesmen from the United States, citing the pipe-welding trade as a particular example.

Mr. Starr added that his department was always willing and would continue in all possible ways to aid the provinces in giving training to all those who want it and can absorb it.

Mr. Brown emphasized the importance of the Department's skilled manpower research programs now being carried out.

A New Brunswick delegate to the conference urged the Council to concentrate as far as possible on encouraging industry and other interested parties to establish scholarships for students who wish to enter technological institutes. In his particular province he knew of the existence of only one such scholarship, while there were a great many available for students who wished to attend universities.

In other motions and suggestions, the Council recommended that:

—The Council establish a continuing subcommittee of administrators of Trade School Regulation Acts in Canada and that the subcommittee be convened periodically by the Director of Vocational Training.

—The Canadian Vocational Training Branch of the Department of Labour see to it that provision be made in all voca-

tional training programs and schedules, particularly Schedule "M" (training for unemployed persons), for the sharing of vocational guidance expenditures.

The Council went on record unanimously in expressing its appreciation for the "efficient, energetic and willing services rendered" by D. E. Bridge of the Canadian Vocational Training Branch in conducting and directing provincial surveys to determine the needs in the vocational-technical education field.

In the same vein, the Council commended the Department of Labour for its work in studying recent developments and trends in requirements for skilled manpower "and particularly the implications these changes will have on the needs". The Council endorsed proposals to continue this research.

Laval University's 14th Annual Industrial Relations Conference

On the theme, "Social Benefits and Private Initiative," six speakers examine the nature, extent and effects of fringe benefits on companies, workers and the economy. Attitudes of Management and Labour to such benefits are defined

The nature, extent and effects of fringe benefits were examined at the 14th annual Industrial Relations Conference at Laval University, of which the theme was "Social Benefits and Private Initiative". Some 400 delegates attended the conference on April 21 and 22.

Six speakers defined the subject, analysed effects on firms and workers, exposed the attitudes of both employers and unions, and examined the effects of fringe benefits on the country's economy.

The conference was under the chairmanship of Rev. Gérard Dion, Director of the Industrial Relations Department of Laval University.

The address at the conference banquet was given by Rev. Edward Duff, SJ, Editor of *Social Order*, of St. Louis, Missouri. Father Duff suggested that in manuals used by Catholic students, wider scope should be given to moral concepts, freeing them of the connotations that link them too closely to the concept of ownership of land or of working tools.

He censured the practice of applying to industrial problems ready-made solutions of the Catholic social doctrine of Europe, which was arrived at through a historical and sociological experience foreign to the North American continent.

Father Duff also suggested to his audience, which included management and labour representatives, union officials and university professors, to give more attention to the rule-of-thumb in their social thinking.

Each address was followed by a discussion period.

The two-day session closed with a general forum on the various solutions by which the present economic system could profit. The following took part in the forum: Jean-Jacques Gagnon, Director of Industrial Relations, Aluminum Company of Canada Limited; Raymond Gérin, Secretary, *Association du Commerce de Québec*; Jean Marchand, General Secretary, Canadian and Catholic Confederation of Labour; Paul Normandeau, President, *Association professionnelle des Industriels*; Thaddée Poznanski, actuary and professor at Laval University; and Bernard Shane, Vice-President, International Ladies' Garment Workers' Union.

Msgr. L. A. Vachon

Laval University is interested in social problems, particularly that of industrial relations, in order to help safeguard social peace by bringing together those who are mainly responsible for it and by seeking

to have them come to an agreement, stated Msgr. Louis Albert Vachon, P.D., Vice-Rector of the University, in his opening address.

He made it clear that it is not a university's business to take a stand in conflicts in which the various classes of society are opposed to each other. "Since its mission is to enlighten and to guide," he said, "it must have no other ambition but to serve: not to serve one class to the detriment of the other, but to serve society as a whole."

The Vice-Rector welcomed the delegates and thanked the speakers on behalf of the authorities of Laval University.

Rev. Gérard Dion

If on the one hand there is a tendency to liken workers' revenues to the wages they receive, whereas revenues cover many other things, on the other hand there is often a yielding in some quarters to the temptation of including under benefits granted to workers many expenses that, to them, are not revenues, said Rev. Gérard Dion, Director of the Department of Industrial Relations, at the opening of the conference.

To begin with, Father Dion dealt with social benefits. He first gave facts and concluded that it was the Second World War, with its wage-ceiling mechanism and its heavy taxes on profits, which brought about the inclusion of such benefits in collective agreements.

The speaker noted that the State has "practically come to consider the protection of citizens against social risks as being part of the commonmeal, sometimes substituting itself entirely to individual or collective initiatives and, in other cases, guaranteeing a minimum to each and everyone."

He added:

But one realizes that once a minimum has been guaranteed to the whole population, contrary to the fears entertained by those to whom the phobia of socialism makes them refuse everything that is being handed out by the State and see private initiative disappearing everywhere, it suddenly appears that private initiative, never completely smothered, finds new strength; and one even discovers that it can still play an absolutely indispensable complementary part.

Therefore, where the State in the past played a supplemental part and private initiative a direct and exclusive one, the complementary part is now being played by private initiative.

Father Dion denied that an increase in economic security was detrimental to an increase in productivity and killed initiative.

With social benefits from both private and public initiatives, the freedom it was thought would disappear with the decline of insecurity is better guaranteed. And the initiative which appeared in danger is directed elsewhere. Individual interest has not been killed, but it is a stimulant, not so much to ensure a strictly biological subsistence, but to seek a better state in keeping with the nature of man, who is a free and intelligent being, responsible for his actions, forced to aim constantly at developing all the resources which the Creator has placed within him.

Concept of "Fringe Benefits"

Jacques St. Laurent, M.Soc.Sc., professor and Secretary, Department of Industrial Relations, endeavoured to define the concept of "fringe benefits". The term is often used to designate something different, he said.

First of the speakers, he began by pointing out that different aspects of fringe benefits are often mixed: the worker-income aspect and the labour-cost aspect.

"Logic demands that these aspects should not be mixed in the same analysis," he said, "since labour costs are not always interpreted as worker income".

Mr. St. Laurent then clearly defined the concepts of worker income and labour costs.

Worker income is that which an individual receives as a worker. So that, if fringe benefits are to be considered under the aspect of worker income, all that the worker receives for considerations other than his being a worker must be excluded; which does not imply that one can always easily distinguish one aspect from the other.

But the terms "worker income" are also somewhat ambiguous: is it a case of gross or net income?

The inclusion or exclusion of some labour costs in the worker's income will depend on the choice that was made of the one or the other. Indeed, the absorption by the employer of some costs previously born by the worker, such as transportation, meal and tooling expenses, can be considered or not as an increase of the worker's income depending on whether one is thinking of the worker's net or gross income.

"Even when agreed upon the measure of the worker's income," explained Mr. St. Laurent, "there remains to determine what part of the net or the gross income can be called fringe benefits.

"This raises two problems: that of finding a standard for the classification of the worker's income, and that of finding the designation for both classifications.

"The designation," said the speaker, "is only a matter of convention, but the actual object to which it refers must always be the same.

"There still remains to choose the basis of calculation.

"Should the value of fringe benefits be calculated in cents per hour of work, in per cent of wages paid, or in per cent of basic rates? Does the calculation of the supplementary benefits per hour of work in the case of unemployment really have a worker-income significance?

"We must consider, among other things, the level of wages, of transportation, the way in which they are financed, etc. The value of fringe benefits depends, in fact, on the choice made by the workers between an increase of their income by way of an increase in the basic rate or by way of an increase of fringe benefits; it also depends on the social security plan adopted by the Government of the country; so that both these factors must be taken into account in estimating their value."

Effects on the Company

Before analysing the effects of the introduction and development of social benefits upon the company, J. M. Martin, B.S.A., M.S.A., dean of the Faculty of Social Sciences, Laval University, defined fringe benefits.

According to him, company social benefits are those which have the following characteristics:

1. They are monetary benefits.
2. They are not extra, deferred nor indirect wages, even though they may increase the value of the real wages.
3. They do not constitute working conditions.
4. They are paid to each worker employed by the company.
5. They are paid direct by the company to its employees and to them only.
6. They are of a private nature.

In the light of these criteria, the only company social benefits corresponding to his definition are old age pensions, group insurance (life, health, hospital), supplementary unemployment benefits over and above unemployment insurance benefits, separation pay, guaranteed wages and contributions to savings funds on behalf of employees.

Turning to an analysis of the effects of social benefits upon companies, Mr. Martin stressed that they affect production costs and are divided into two classes: operating costs and profits.

If a firm operates at a profit, it can, by counting it an operating cost, pass on the cost of social benefits to consumers, taxpayers and its shareholders.

If a firm is operating at a profit, it can absorb, at least theoretically and without

serious inconvenience, the cost of the social benefits it offers. Since in practice, these social benefit plans have become quite widespread in every industrial sector or in most of them, the competition factor is considerably reduced.

But in the case of an economic recession or of operation at a loss, the firm does not have profits to act as a buffer to soften the effects of the expense of social benefits upon its production costs. And this is where one of the important characteristics of social benefits comes into play, namely their rigidity.

Mr. Martin reminded that even during a slowdown period, the firm is often obliged to maintain quite an important staff and that in such circumstances social benefits are likely to become quite burdensome and to increase considerably the operating deficit.

He added:

But, it is especially in the case of foreign competition, whether on the home markets or on the international markets, that companies which have high costs due to social benefits may find themselves in a most unfavourable position if they have to compete with foreign firms which do not have to pay social benefits or who have, as often happens, extremely low labour costs.

The speaker doubted that the existence of social benefits in a firm creates a sense of loyalty among workers and tends to appreciably increase productivity when the majority of companies grant such benefits.

In conclusion, Mr. Martin noted that in any analysis of the economic effects of social benefits, one, must take into account the existence of a public social security program. "Decisions concerning the adoption of social benefits in a company," he said, "cannot be taken without taking into account the development of social security programs outside of the company itself."

Management Attitudes

According to T. H. Robinson, Personnel Manager at Canadian International Paper, Management is not opposed to fringe benefits in principle, but its attitudes are influenced largely by costs, effects, and the bargaining tactics of unions.

Management, the speaker stated, must carry out its duties in the most economical and most profitable manner.

"Management," he said, "is predisposed to favour that which will reduce cost of production or increase business receipts. Conversely, Management is predisposed to be critical of that which will increase costs of production or reduce business receipts."

Mr. Robinson went on to say that the cost of benefits has been rising steadily and that it is becoming an ever more significant part of the total labour bill. Such

costs can become embarrassing during periods of recession when business receipts are low. In anticipation of such a situation, Management may adopt a negative attitude to certain benefit proposals.

On the whole, Management is sympathetic to benefits which serve to protect the economic security of employees and their dependents, and is not opposed to benefits intended to enable employees to share in the prosperity of the enterprise. But it will be hostile to that type of benefit which creates a greater inducement for employees to remain idle than for them to work. In other words, fringe benefits must not represent a threat to increased prosperity and a rising standard of living.

Pointing out that unions are "after more of what is produced rather than more production," Mr. Robinson said it is not surprising that they show comparatively little concern about the effects of their policies and practices on the economic efficiency of the enterprises with which they deal.

"Unions do not readily make a distinction," he said, "between fringe benefits which provide protection for their members or enable them to participate reasonably in the prosperity of the enterprise, and fringe benefits which contribute to wastefulness or malingering."

The speaker also had a word of warning for Management.

Before introducing a benefit, management should find out whether the union really wants it. Otherwise the enterprise is liable to come out of the bargaining sessions saddled with the costs of two benefits, its own and the union's. Whatever Management's motives may be, unilateral introduction of a benefit is very risky, for it will result in employee hostility and will also have little chance of reducing union pressure for other benefits.

"Management," he concluded, "will give the most serious consideration to a 'wait and see' approach until the union's position is made clear, and until there is assurance that the interests of the owners and of the community can be reasonably protected."

Effects on the Worker

According to Prof. Roland Parenteau, *Hautes Etudes commerciales*, Montreal, employees who are closely related to a company through various types of benefits which they would not easily renounce place themselves in an inferior position when it comes to negotiate with the employer.

Mr. Parenteau analysed the effects of fringe benefits upon the worker, especially their effects upon nominal wages, real wages, consumption and the labour market.

The speaker noted that employees are not in a position to evaluate a given benefit as easily as the employer and to compare it with its equivalent in nominal wages.

Each worker will react according to his age, his civil status, his sense of responsibility, his sense of foresight. One thing is certain, and it is that contrary to wage raises of which everyone can weigh the immediate advantages, no one can evaluate surely and precisely the advantages one will derive from fringe benefits.

Mr. Parenteau declared that from an objective point of view, fringe benefits must be considered both as a concurrent to the nominal wages and a part of the worker's pay.

One of the results of the increase of fringe benefits will be in the long run to reduce the general spread of wages.

Mr. Parenteau then asked if, in case of marked changes in the price levels, fringe benefits place the worker in a better or worse position.

If it is a case of economic depression, or more simply a recession, wages are likely, at least in principle, to be revised downwards... Pension plans, life insurance and hospital insurance become favoured in view of the receding economy.

In case of an inflationary movement, each time the fringe benefits give rise to an accumulation of funds through payment of premiums, the fund will be likely to gradually lose its value in relation to the amplitude of the monetary depreciation. The result is that the worker who has chosen to forgo an immediate monetary gain in order to protect himself against a possible risk will find himself actually ill protected against the risks concerned.

Turning to the psychological attitude of the consumer, the speaker noted that the establishment of fringe benefits has the tremendous advantage of reducing notably the number of decisions of the consumer as to his purchases. And if this fact restricts the free choice of individuals, it seems that the worker accepts rather freely to surrender part of his initiative to others.

He added that, historically, the workers' acceptance of fringe benefits was effected all the more easily since they did not have to forgo any wages in order to acquire income in kind or protection against social risks.

Mr. Parenteau declared that, from the angle of the satisfactions that consumers may draw from fringe benefits, it is recognized that fringe benefits give relatively more satisfaction than wages alone, and this without additional burden on the employer.

He added:

Among other things, a saving of income tax and a lesser cost of health insurance are noted. Furthermore, the deferred consumption which fringe benefits presuppose allows the worker, often without much consciousness on his part, to better adjust the rate of his income to that of his spending.

In conclusion, Mr. Parenteau stated that fringe benefits do not increase technological unemployment but that, on the other hand, they affect the mobility of workers, especially when they get older.

Trade Union Attitudes

Explaining Labour's attitude to fringe benefits, Eugene Forsey, Ph.D., Research Director of the Canadian Labour Congress, pointed out that as far as the labour movement is concerned fringe benefits are limited to the benefits negotiated or which are negotiable with Management. Statutory benefits, such as family allowances, are also "accessory" to wages, he explained, but they are not "negotiable".

Pointing out that the attitude of Labour may seem paradoxical, the speaker emphasized:

We value very much fringe benefits which play an increasingly important part in collective bargaining, and we want them to be increasingly extended. But, at the same time, we wish them to become more and more limited, and that these benefits obtained through collective bargaining be replaced by statutory benefits as much and as soon as possible.

Mr. Forsey added that it is not through a desire for socialism that labour unions want fringe benefits to become statutory benefits, but for practical reasons:

1. For small establishments, fringe benefits are often an unbearable burden and all the more so if, as generally happens, the small establishments must face unrestricted competition.

2. Fringe benefits can give rise to unacceptable inequalities between various labour groups and stimulate collective and individual egotism within the labour movement.

3. Even though fringe benefits may be advantageous to employees as well as to employers, particularly in ensuring steady manpower, they also constitute an obstacle to the mobility of labour and are thus harmful to the interests not only of the workers but also of the people.

Mr. Forsey then examined the general attitude of labour unions in respect to fringe benefits in collective bargaining, the part they play and the part which they should play.

He concluded that labour unions feel that fringe benefits are always part of the package of negotiable benefits.

Mr. Forsey then proceeded to make a detailed analysis of the attitude of the labour movement in respect to specific fringe benefits.

He set aside profit sharing, firstly, because the employer does not offer it as a true, and hence negotiable fringe benefit,

but in place of negotiation, outside collective bargaining; and, secondly, because such an offer is usually made in lieu of wage increases.

Mr. Forsey also described the attitude of labour unions in respect to private pension plans.

We obviously want these pensions to be as high as possible; that the employer contribute as much as possible; and that the plans be, as much as possible, on an industry rather than on a company basis so as to reduce to a minimum the obstacle to mobility of labour that results from private plans. We also want the fund to be administered jointly by management and the union.

After pointing out that the severance allowance, which is still rather new in Canada, would probably become increasingly important as a result of automation and of the accelerated rate of technological changes, the speaker declared he wanted to see two other fringe benefits become more extensive: life insurance and insurance against the loss of wages.

In respect to insurance against the loss of wages, Mr. Forsey stated that labour unions approved the private plans as a temporary or supplementary step, but what they really want is that the State take charge of them as soon as possible.

The worker cannot wait. He wants insurance against loss of wages for himself and not only for his grandsons. He needs it now for the same reasons that he needs medical services. Medical services are all very well for him and his family, but during a period of illness, he also needs food, clothes and housing. Health insurance without insurance against the loss of wages is therefore greatly inadequate. Indeed, the two are one and the same thing.

Mr. Forsey said in conclusion that it follows that unions have the same attitude towards insurance against loss of wages as towards health insurance.

Effects on the Economy

The economic and social effects of fringe benefits are difficult to segregate, declared Monteith Douglas, Director of the Canadian Bureau of the National Industrial Conference Board. Nevertheless, these measures mean more than a variable addition to the pay cheque; they relate to social welfare in an industrial economy.

Weighing the problem in terms of public interest, the speaker endeavoured to determine the contribution of fringe benefits to the welfare of the community. These benefits had been described as "a revolution of the concept of the employer's responsibility towards his employees" and as "the second phase of the industrial revolution," he said.

From a functional point of view, he classed fringe benefits as follows:

1. Security added to the worker's income;
2. Increase of the worker's leisure time;
3. Encouragements which make working conditions more attractive;
4. Increased remuneration for extra work or for less agreeable work.

In terms of tangible monetary benefits for the worker—which may be deferred or conditional in the case of pension and welfare plans—and in terms of cost to the employer, the first two categories exceed in volume all the other fringe benefits combined, inasmuch as the whole community is concerned. They benefit the worker less as an individual than as the head of a household.

"They are therefore very significant," explained Mr. Douglas, "and to a certain extent, they rectify the disruptive effects of industrialization upon the family."

The speaker said that to properly analyse the effects of fringe benefits, much more must be known of the impact of benefits on the improvement of the efficiency and morale of the workers. "In the light of observations," he said, "the balance and the volume of the benefit plans already in operation could be checked and their cost accordingly determined."

He added:

Research in such matters would undoubtedly help to focus attention on the real welfare content of the accumulated benefits and would permit the workers and the employers themselves to approach the whole problem from the point of view of public interest.

In conclusion, Mr. Douglas declared that employers have as much responsibility towards the public as towards their own interests in promoting the workers' understanding of the real impact and effect of the plans in operation in their own establishments.

Private Property in North American Economy

The tendency to apply to our industrial problems ready-made solutions of the European social catholic doctrine which was arrived at through a historical and sociological experience other than that of the North American continent was denounced by Rev. Edward Duff, S.J., the speaker at the banquet.

Father Duff, Editor of *Social Order*, an American magazine, after thoroughly analysing the North American economy suggested to his French-Canadian and Catholic audience that the concept of property expressed in our manuals on ethics should be given more scope".

"We must," he said, "always adapt the permanent principles of the social doctrine of the Church to changing conditions, altering their application with the development of concrete conditions."

The speaker first outlined the apportionment of property in the United States to show that, in America, capital is very well distributed. Moreover, he showed how the number of shareholders is ever on the increase.

"This impressive amount of private property hardly corresponds to the concept we have of the social doctrine of the Church on private property as it is found in our manuals on ethics," he said.

Father Duff gave two reasons for this: first, the economy is based on credit; second, private property does not correspond to the producer goods as defined and recommended by the traditional social catholic doctrine. He pointed out that the leading form of productive property in the North American economy is the limited liability company: the corporation.

Our economy, said Father Duff, is not only characterized by the phenomenon of huge companies, but also by a new organizational principle, so that it is the organization of labour rather than the individual worker which is productive.

And how have we come to such concentration of economic power and productive property? The speaker said it was "the outcome of an inevitable process".

"Huge private companies," he said, "are the symbols, the cause and, if you wish, the price of our high standard of living".

The speaker denied that human political freedom and economic security are impossible under a private property system.

Our North American civilization is not stamped with the distribution of private productive property such as the traditional social catholic doctrine understands and even requires it. However, I don't see that our political freedoms are threatened. Never before have so few people died of starvation or for lack of medical care. As for creative endeavour, the scientific successes of the Soviets are proof that there are some stimulants to creative energy other than private property.

Father Duff then explained the situation as follows:

It seems to me that the functions formerly discharged by private property have now been taken over by other forces. Distribution of private property has been replaced by the distribution of power, so that freedom, security and the creative power of men are assured—not entirely assured, of course—but relatively so at least.

On the other hand, the speaker explained that the balance of power, and hence our freedom, security and creative energy, are assured by a mixture of "restrictive legislation, consumer preferences, pressure by

groups concerned and, particularly, by the sure and persistent power of our political traditions”.

He also mentioned other restraints to excessive power, such as competition, trade unions and the weight of public opinion.

Father Duff recalled, on the other hand, that economic security is possible without ownership of land and one's own tools of production.

“As economic goods have increased,” he said, “they have been more fairly distributed, that is, a greater share now goes to the low-income people”.

The speaker thought that some of the rights acquired by the workers, such as plant seniority, unemployment insurance and pensions, constitute a new form of prosperity.

Father Duff designated as “impertinent romanticism” the notion that industrial economy prevents human development, and that it is only under a system of properly

distributing private property that a craftsman can be proud of his work and that individual creative energy is protected.

Man cannot develop without leisure, health and education. Then—and this is obvious—our industrial civilization has provided more and better food, shelter and drugs than the world had previously known. Besides, it isn't true that modern industry prefers and even produces robot-like workers. The complicated and costly machines require a greater degree of skill and intelligence from the worker... Furthermore, the productivity of our economy, which is the basis of our high standard of living, makes it possible to spread and lengthen school attendance.

In conclusion, the speaker said that large industries are a necessity if we intend to feed, clothe and shelter the ever-increasing world population and to satisfy the universal desire for a standard of living worthy of man. “How can we live with this giantism and have it satisfy the basic needs of man? How can the human being avoid being lost and forgotten in it? That is the fundamental question,” Father Duff said in closing.

17th Annual Spring Conference of the Personnel Association of Toronto

Two-day meeting discusses government spending, union demands for higher wages and benefits, productivity of workers, unemployment, human relations, and the causes of and cures for inflation. More than 1,000 delegates in attendance

Government spending, union demands for higher wages and benefits, productivity of workers, unemployment, human relations, and the causes of and cures for inflation were among the many matters discussed at the Seventeenth Annual Spring Conference in April of the Personnel Association of Toronto. More than 1,000 representatives of major businesses in every province attended the two-day conference.

Spiralling wages and increased government spending were the major factors in the “chronic inflation we have seen since the end of World War II,” said Ian F. McRae, President of the Canadian Manufacturers' Association, in the opening address.

Mr. McRae thought also that “the fact that we are pricing ourselves out of the world market, and that we are the largest importer nation on a per capita basis of manufactured goods, are two major reasons for widespread unemployment.”

On the subject of spiralling wages, Mr. McRae said that a heavy responsibility devolves upon employees' representatives. “Union negotiators should know where to draw the line, should be flexible in their demands and should be realistic. Above all, they should have the courage to admit to their members the force of management's case on occasions. The average unionist thinks of management as the enemy, and in the interest of the whole country as well as their own interest, management must have a policy to destroy this kind of thinking.”

Mr. McRae also reminded conference delegates of their own tremendous responsibility. “I suggest to you,” he said, “that the days are long gone when the personnel and industrial relations function was merely one of employment, recreation and counselling... You people must stop being content with the job of traffic cop between management and employees.”

Union Problems for Management, 1959 Model

Labour-management relations as seen from the management point of view, ranging from immediate, local problems to long-term trends throughout the world, were discussed under the title "1959 Model Union Problems For Management" by a panel of four.

Participating were: Frank C. Burnet, Industrial Relations Manager, Canadian Industries Limited, Montreal; Sharman K. Learie, General Counsel, Niagara Industrial Relations Institute, St. Catharines; J. J. Gagnon, Manager, Industrial Relations Division, Aluminum Company of Canada, Limited, Montreal; and Paul L. Dronker, Staff Assistant to the Director of Industrial Relations, N.V. Philips Industries, Eindhoven, Holland. H. J. Clawson, Director of Industrial Relations, Steel Company of Canada, Limited, acted as chairman for the session.

Frank C. Burnet

Mr. Burnet contended that one of the outstanding facts about the trade union movement today is that it has generally reached its peak of power and is experiencing a decline of significant proportions. He thought this would profoundly influence collective bargaining in 1959 and subsequent years.

He could see a marked decline in the sympathy and support of the public in general and of governments in particular for trade unions. There was also strong evidence, he said, that employees themselves had lost some of their enthusiasm for unions, "because unionism has become big business" and, "as a colleague of mine once said, 'unions have no business being big business.'" In addition, there had been a change of attitude towards unions and a decline in sympathy towards them by the intellectuals as represented by universities, economists and other liberal segments of the public.

Certainly an increasing number of prominent economists, professors and sociologists, including some long-time friends of labour, are questioning the validity of some of trade unionism's most sacred claims and pretensions.

For example, the question has been raised as to whether unions have really raised the workers' living standards and, while completely conclusive evidence is not available, the preponderance of informed neutral opinion seems to be that unions have in fact been unable to alter the distributive shares of national income.

Others of the liberal thinkers charge unions with at least partial responsibility for inflation and many view with uneasiness the pseudo economic arguments for such proposals as Reuther's profit-sharing scheme, higher wages

as a means of defeating a recession and, an old Canadian favourite, the elimination of wage differentials with the United States...

The loss of sympathy and support by the liberals has been perhaps accelerated by the shocking disclosures of the extent of the corruption in the movement as well as the revelation of the cynical methods of operation of some unions, of which a notable example is the findings of the Ontario Royal Commission on Teamster activities...

Mr. Burnet cautioned his listeners against assuming from his remarks that he was predicting that unions were on their way out of existence. He was pointing out only that collective bargaining in 1959 will occur against a background of continuing readjustment in the power position of unions, and that the change will continue for some further years.

"The trend of government and public thinking favours a moderation in union power, but it does not follow that the public or government favours the establishment of a dominant management power. Rather we are moving towards a balanced-power situation wherein lies the best assurance of the protection of employee and public interests..."

Sharman K. Learie

In his remarks, Mr. Learie warned that three immediate problems confront managements in their dealings with trade unions: management rights must be more clearly outlined in collective agreements; greater ability and knowledge must be added to the employers' side in bargaining between municipalities and their employees; closer co-operation between companies in the same industry during collective bargaining—a practice that is growing—should be attained.

In defining management rights, Mr. Learie was certain that all his listeners were aware of the residual rights theory, that is, that, since prior to collective bargaining management had the right to do pretty well as it liked, all of those rights remain except those specifically restricted by the terms of the collective agreement.

He warned that there is a body of opinion that refuses to accept that concept, believing that with the coming of collective bargaining, unions and management meet as equals. "In view of that concept, I suggest to you that it is good business to abandon reliance on the residual rights concept, or to cease satisfying yourselves with some short, mealy-mouthed contractual provision regarding management rights..."

Managements should be very concerned with having all details of the collective agreement carefully spelled out, with

special attention being paid to a full definition as to what constitutes "an employee," he warned. He suggested a good definition might be: "An employee is a person employed in the bargaining unit and who is on the company payroll and actively at work."

Speaking on municipal employees—those concerned with education, employed by city governments in connection with works departments, parks, libraries, police, public utilities for the distribution of water and electrical power, hospitals and sanatoriums—he pointed out that the levels of their wages and working conditions are going to be a matter of concern to business. Management must take a greater interest in the way in which those wages and working conditions are arrived at.

To a greater and greater degree, the wages and working conditions of municipal employees are being established by some kind of collective action, he pointed out, and the persons on the management side are proceeding "with much less information than we regard as necessary in business". As an example he cited the \$60,000 budget of the teachers' federation compared with the budget of less than \$20,000 to cover all activities of the trustees association.

Mr. Learie warned that this fact is important to managements because of the impact it may have on wages and working conditions in their own establishments. He cited the case of a large company that, on moving to the Toronto area, had no trouble recruiting plant guards in competition with the area's police forces but, in three or four years, found themselves at a competitive disadvantage in hiring guards.

He urged the delegates to interest themselves in labour-management relations in municipal services and to give assistance where possible, "because it is probable that if you do not, there will be out-of-line wages and working conditions established that will haunt you in the future".

J. J. Gagnon

Mr. Gagnon asked his listeners: Will industry-wide bargaining or company-wide bargaining strengthen or weaken the free enterprise system. His own view was that "the jurisdiction of any single union should be limited to the area within which equalization of wages can actually be justified from an economic point of view."

Such a course provides greater flexibility, better relationships, takes more account of local conditions and gives more recognition and satisfaction of the wishes of employees.

He was opposed to industry-wide and company-wide bargaining because, in his view, it reduces wages as a whole and increases wage inequalities, destroys purchasing power, hurts small businesses and discourages the starting of new businesses, promotes monopoly—competition is what keeps big business vigorous and alert. It is the ever-present threat of small businesses that aim to grow bigger that provides an important part of this competition, he pointed out.

Paul L. Dronker

Mr. Dronker was sorry that his lack of knowledge of Canadian and United States unions prevented him from fully commenting on their activities. However, he ranged the free world with examples to illustrate his belief that the fundamental distrust between unions and management must be dissolved if we are to surmount present crises. He placed on management the responsibility for initiating moves in this direction. He urged that employees be given a real interest in their companies by all means that are socially desirable, economically justified and financially possible.

W. L. Lohrentz

Another speaker at the conference, W. L. Lohrentz, Vice-President, Organization Planning and Compensation, United States Steel Corporation, Pittsburgh, Pa., emphasized that management's firm belief in its true community of interest with employees must be convincingly and honestly demonstrated.

Stressing that parties to labour negotiations should be as objective in their analyses of the hazards of increasing labour costs as in the assessment of safety hazards, he emphasized that labour policies—especially those determined through negotiation—should result in mutual benefit to employer and employee alike.

"Goods and services," Mr. Lohrentz suggested, "do not produce themselves. What we pay for these goods and services is as very closely related to our ability to produce at competitive cost levels as are costs of materials or money for tools. And labour costs do contribute sometimes to being priced right out of the market... We must make it clear that labour costs can impair our ability to compete, with possible loss of employment."

4th Annual Labour-Management Conference

"A Reappraisal of Third-Party Intervention in Industrial Relations" is theme of one-day meeting sponsored jointly by McGill University and the University of Montreal with co-operation of the QFL, CCCL, and Montreal Board of Trade

An examination of conciliation and arbitration under the title, "A Reappraisal of Third-Party Intervention in Industrial Relations," was made at the Fourth Annual Labour-Management Conference, held at Montreal on May 21. Some 250 persons attended the meeting.

The conference was sponsored jointly by the Industrial Relations Centre of McGill University and the Department of Industrial Relations of the University of Montreal. Co-operating were the Quebec Federation of Labour (CLC), the Canadian and Catholic Confederation of Labour, and the Montreal Board of Trade.

Although in particular disputes third-party intervention might with advantage be dispensed with, on the whole such intervention served a useful purpose, the speakers and panel members generally agreed.

However, doubts were raised as to the wisdom of legislation which obliged the disputants to accept the offices of third parties in conciliation. It might be better, some thought, if the parties were free to choose whether to seek the services of a conciliator or not. There was a difference of opinion on the question of whether conciliation or arbitration boards should consist of three persons or one. This depended somewhat, it was thought, on the type of dispute involved.

At the morning session, after Prof. H. D. Woods, Director of the Industrial Relations Centre of McGill University, had briefly opened the discussion, R. D. Archibald of Dominion Textile Co. spoke on "The Parties of Interest: Management View". He was followed by Jean Gérin-Lajoie of the United Steelworkers, who dealt with the same subject from the union point of view.

The addresses of the two speakers were followed by a panel discussion. The panel chairman was C. H. Cheasley, Montreal Board of Trade. The members were: Gérard Picard, President, National Metal Trades Federation (CCCL); R. E. Heneault, Superintendent of Industrial Relations, Steel Co. of Canada; and Marc Lapointe, a lawyer with wide experience in industrial relations.

At the afternoon session, another panel dealt with questions submitted by the delegates. Panel chairman was Gérard Pelletier, Director of Public Relations, Canadian and

Catholic Confederation of Labour. Members were: H. Carl Goldenberg, QC, permanent arbitrator for the Montreal garment industry; W. C. Black of RCA Victor Co., Ltd.; Roméo Mathieu, United Packinghouse Workers of America; and Prof. H. D. Woods.

R. D. Archibald

The existence of a third party of interest in industrial disputes, viz., the public, was pointed out by R. D. Archibald, the first speaker at the conference. The concern of the public was one reason for third-party intervention. Mr. Archibald recalled that the passing of the "Lemieux Act" in 1907 had been prompted by public alarm over a fuel shortage in Saskatchewan brought about by a coal miners' strike in Alberta.

Third-party intervention, he said, was a "fact of life" and a permanent part of the social fabric of the future. Management and Labour had a special duty to make sure that such intervention took the best and most workable form.

In the arbitration of grievances where the decision was binding, Mr. Archibald deplored the tendency of some chairmen to act as conciliators rather than as adjudicators. A compromising chairman creates more problems than he settles, he asserted. The cost of arbitration should be paid by the parties, not by the government. Here three-man boards were often not necessary.

Boards dealing with contract negotiation disputes, where the decision was not binding, should avoid unnecessary delays, he declared.

The speaker said that he did not agree with criticism of the use of judges on conciliation boards. We should have more of them, he said.

In this type of dispute a three-man board was not needed. Boards should render written recommendations, bearing in mind their duty to the public. Recommendations of boards might have an important effect in drawing parties together.

A conciliation officer's job was to try to effect a settlement, regardless of the merits of the case, not to act as an adjudicator. A conciliator had no place in a dispute on the interpretation of an agreement. This was a job for an arbitrator who was not worried about trying to satisfy the parties.

Mr. Archibald declared himself opposed to government supervision of pre-strike votes, and to binding awards in contract negotiation disputes.

Jean Gérin Lajoie

Jean Gérin-Lajoie said Management tolerates and sometimes encourages abuses of third-party intervention. In the field of contract disputes, employers liked compulsory conciliation. It led to delay, which favoured Management, and it also tended to establish patterns, which in some degree also favoured Management.

The public interest was supposed to be affected by wage increases; but, the speaker pointed out, layoffs and price increases also affected the public interest.

In grievance disputes conciliation was mostly superfluous. Here the parties should settle things themselves or else submit the dispute to arbitration.

Mr. Gérin-Lajoie complained that the calibre of conciliation officers was not high enough and that there was too much political intervention in conciliation. Complaining about labour relations legislation was left too much to Labour, he said. Management also should ask for improvements.

In general, the speaker said that he did not favour three-man conciliation boards. He deplored the requirement that party nominees should be approved by the government, which he said caused unnecessary delay. He disliked the Quebec Government's choice of chairmen. Political influence was dominant and harmful. The Department would not nominate federal judges, and most Quebec judges refused to act. University professors were not favoured by the Department as chairmen. The result was that there was a limited choice, and the nominees were often lawyers who knew little about industrial relations and whose chief qualification was sympathy with the regime in power. The parties themselves, Mr. Gérin-Lajoie said, should agree on the nomination of chairmen.

Employers, the speaker said, were not much interested at present in the improvement of industrial relations legislation.

Panel Discussion

In opening the panel discussion the chairman, C. H. Cheasley, said that the purpose of third-party intervention was to bring an end to disputes economically, to teach the parties how to settle disputes themselves, and to help them to respect and understand each other.

It is a major error that legislation should compel the submission of disputes to conciliation in all cases, said Marc Lapointe.

He contended that both parties take advantage of the additional stages in negotiation.

Conciliators should never deal with grievances, he said. Many judges do not understand the role of a non-binding arbitrator, he pointed out.

In grievance disputes there should be only one arbitrator and the parties should pay the whole cost of arbitration. Some of the smaller unions, however, needed financial help in the expense.

He agreed that three-man boards were not needed in grievance disputes, but was less inclined to agree that this was so in interest disputes (contract negotiations).

In interest disputes Mr. Lapointe thought that a written report by a board had no great value but said that in non-binding cases minority reports were useful in enlightening the public.

The collective bargaining process must remain between the principal parties as much as possible, said Gérard Picard. Conciliation should be voluntary, and it should not have the effect of warding off a strike. He was opposed to compulsory resort to conciliation boards because of the delays involved and because the chairmen were often incompetent. One arbitrator was enough in a dispute regarding the interpretation of an agreement, he said.

R. E. Heneault disagreed with the idea that the employer had an interest in delaying negotiations. He pointed out that retroactivity of provisions often lessened the saving in costs which was supposed to result from delays. Companies were unable to raise prices retroactively, and found it difficult to adjust themselves to retroactive settlements. They were also not indifferent to the cost of time wasted in negotiations.

In general, Mr. Heneault said, we seemed to accept the principle of third-party intervention. The disagreement was on the mechanics of intervention. When a conciliation board was unable to bring about a settlement in a contract negotiation dispute it should refer it back to the parties to settle themselves. But in interpretation disputes there was some justification for giving a decision.

Question Period

A panel of four, with a chairman, at the afternoon session dealt with questions that had been submitted in writing by members of the audience. A digest of the panel's remarks follows:

Neither in the case of companies nor unions do international ties to the head office prevent local officials from bargaining in good faith within the scope of their jurisdiction, said W. C. Black.

Although some union people decried compulsory arbitration or conciliation, Mr. Black said that he did not agree that it was a bad thing. Whether a three-man or a one-man board was best, depended, he thought, on the local situation. Many cases, however, were too complex for the chairman alone; and in such cases he needed the help of the company and union representatives to explain technical matters.

There was a lack of experienced persons to act as conciliators, he agreed. He thought that it would be a good thing to have a body of professional conciliators, either civil servants or like those furnished by the American Arbitration Association.

Mr. Black said that he thought there was no place in conciliation proceedings for what one questioner described as "court-room procedure", which included the administering of oaths and the use of other legal forms.

H. Carl Goldenberg thought that there was a great deal of merit in the suggestion that third-party intervention should be eliminated, and he said that the device of having a permanent arbitrator was a pretty effective means of bringing this about. The existence of such an arbitrator discouraged either party from risking resort to outside arbitration, which might result in some decision which they would not like.

Mr. Goldenberg did not think well of a suggestion that arbitrators should be appointed for life. He thought that the duration of the contract was long enough. He also believed that it would be a good thing if we could agree on the use of arbitrators not associated with government.

A delegate suggested that the elimination of compulsory conciliation would lead to more strikes, a "return to the jungle," and, in consequence, more compulsory arbitration. Mr. Goldenberg thought that such a state of affairs might cause public opinion to *demand* compulsory arbitration. He said that he objected to such arbitration except where public safety or interest required it.

He agreed with Mr. Black that although a one-man board would often be satisfactory, in more complicated cases the other two members were useful. He declined to generalize.

With reference to a suggestion that universities might train arbitrators, Mr. Goldenberg said that he thought you could not train a man to be an arbitrator. An arbitrator needed natural qualities, the ability to deal with men, etc., which he did not think university training could impart.

Roméo Mathieu said that arbitration should be voluntary rather than be imposed by law.

He did not think that elimination of compulsory conciliation would bring in the law of the jungle, as a questioner suggested. He believed that Labour and Management would find other means of settling disputes.

A one-man board, Mr. Mathieu said, might be more satisfactory where the parties were experienced in dealing with each other. In other cases a three-man board might be better. In many cases the chairman makes the decision, but the other members act as "resource persons". He regretted that Canada had nothing like the American Arbitration Association.

Prof. Woods said that he would like to see compulsory conciliation reduced, or eliminated at the second stage. He would like to see reliance on third parties reduced and at the same time made more effective when it was resorted to. He agreed with Mr. Goldenberg regarding the value of permanent arbitrators, and he thought that the use of labour-management machinery should be encouraged rather than dependence on government.

Prof. Woods pointed out that in the United States, where there was no compulsory arbitration, a great many disputes were resolved by mediation services, resort to which was voluntary. There the parties had found that "slugging it out" was pretty expensive. He did not think there was anything particularly wrong with arbitration in interpretation disputes, but he suspected that compulsory conciliation procedure has yet to prove itself. He doubted whether our system was any better than the American one in which there is no compulsion.

The permanent umpire system referred to by Mr. Goldenberg, Prof. Woods said, showed the value of other methods. He thought that we may have become somewhat slaves to the three-man board, and he advised Labour and Management to experiment with something else. He said he thought that something like the American system of private arbitration could be developed in Montreal if the necessary money could be raised.

The conference was closed by J. R. Cardin, Director of the Industrial Relations Department of the University of Montreal, which this year for the first time shared the management of the meeting with McGill University.

Employment and Retirement Workshop

Importance of creating social climate that permits maximum individual choice about retirement while at same time making retirement more attractive stressed at St. Louis meeting by director of UAW's Older and Retired Workers Department

The importance of creating a social climate that permits maximum individual choice about retirement while at the same time making retirement more attractive was stressed by Charles E. Odell, Director of the Older and Retired Workers Department of the United Auto Workers, at the Employment and Retirement Workshop of the Middle Mississippi Valley Regional Conference of Aging at St. Louis last month.

Mr. Odell said that in the United States automobile industry about 70 per cent of the workers elect to retire before the mandatory retirement age of 68 years. He was of the opinion that this percentage was increasing as a result of retirement preparation programs inaugurated by the UAW to make retirement an experience to anticipate rather than to dread.

Dr. Walter H. Franke, Assistant Professor of the Labor and Industrial Relations Institute, University of Illinois, directed attention to the fact that statistically the 65-plus age group is a low-income group in which employment was not a chief source of income. He suggested, as possible solutions to rectify income discrepancy, the following measures: encouragement of employment through flexible retirement, higher mandatory retirement ages, part-time employment, sheltered workshops, and, in addition, distribution of a larger share of the national income to non-producing elderly persons through such devices as pensions, health insurance, housing subsidies, and tax concessions.

Realistic evaluation of worker abilities was basic to employment of any individual, regardless of age, said Luther J. Lockett, Supervisor of Services to Handicapped and Older Workers of the Missouri Division of Employment Security. He explained that age may be irrelevant and immaterial in this evaluation.

Smaller employers, and employers in rural areas, were inclined to pay more attention to individual qualifications than were large employers in metropolitan areas, he said.

Dwight S. Sargent, Personnel Director of Consolidated Edison Company of New York, reported on the experience of his company in raising, in January 1958, the mandatory retirement age for men from 65 to 68 years and for women from 60 to 65.

More than one third (37 per cent) of the employees eligible for retirement in 1958 elected to continue working and were acceptable to management, he said.

* * *

Use of Older Worker Specialists

On March 1, an additional 30 older worker specialists were added to the California Department of Employment, bringing to 35 the number assigned to local offices. The increase resulted from appraisals that showed a noticeable intensification of community activities on behalf of older workers wherever specialists were assigned on a full-time basis.

Typical activities of older worker specialists were reported to be:

- Conducting employment counselling clinics;
- Participating in conference on aging;
- Encouraging re-training programs;
- Making surveys of hiring practices;
- Co-operating with fraternal organizations and service clubs to implement their educational and publicity programs;
- Serving on community committees in an advisory capacity;
- Appraising local employment office services to older workers;
- Using radio, television, newspapers and magazines to spread information about and to promote job opportunities for older workers.

Older worker specialists in California are expected to spend at least 50 per cent of their time in community activity, the remainder in the local office interviewing and counselling older job applicants with difficult employment problems.

* * *

Eight of the 50 employees of a rattan furniture company in Florida are over 65; the oldest is 81. He joined the company 15 years ago after being retired by another employer.

The company's general manager states the octogenarian is "Our best employee, with experience in our business of over 60 years." He explains that it would be unwise business practice for his company, which claims to produce the finest rattan furniture in the world, to seek less experienced workers "merely because we wanted younger workers".

Women in the Teaching Profession

Teaching has long been the leading profession of Canadian women: 82 per cent of professional women in 1901 were teachers; today, still almost 50 per cent

Teaching has traditionally been the leading profession of women in Canada. The 1901 Census showed that 82 per cent of all professional women were teachers; today the percentage is still close to 50.

There have always been more women than men teachers at the lower levels. Women university graduates teach mainly in the secondary schools, although an increasing number are teaching in lower grades. A small number of women hold teaching posts in institutions of higher learning.

The percentage of women at various teaching levels in nine provinces in 1956-57 was as follows:

Teaching level	Women as % of all teachers
Primary grades	99.1
Elementary grades only	79.2
Mainly elementary but with some secondary grades	47.2
Secondary grades only	35.6
Universities and Colleges	10.7

SOURCE: Dominion Bureau of Statistics, *Salaries and Qualifications of Teachers in Public Elementary and Secondary Schools, 1956-57*; *Salaries and Qualifications of Teachers in Universities and Colleges, 1957-58*.

In the elementary and secondary schools, women usually teach academic subjects but in such special courses as music, art, home economics and in commercial subjects, women teachers predominate.

At university level there are more women than men teaching in schools of social work, occupational and physiotherapy, physical and health education, nursing and household science. In the faculty of arts, women have specialized mainly in English, modern languages and psychology. Biology and chemistry tend to be their favourite sciences.

In secondary schools there are few women principals but in recent years the number of women principals in elementary schools has increased. Where primary schools exist separately from the later elementary grades, women almost without exception occupy the principals' posts.

Ontario had a woman school inspector in 1919, and there are today a few women in this field, especially as assistant inspectors. Women inspectors are found more frequently in such specialized fields as home economics, health education, vocational guidance and school libraries.

Special services are frequently supervised by women. For instance, women are often

responsible for programs for exceptionally gifted children, for those who are deficient in reading ability or for the mentally retarded. In several centres women also supervise school psychological services.

Teaching was one of the first fields in which men and women performed the same functions side by side, and women teachers were among the earliest advocates in Canada of equal pay for equal work. As early as 1913 they were pressing for equality of remuneration, especially in Toronto and Montreal, where their salary schedules were exactly half of those for male teachers. Today, outside of the province of Quebec, most salary schedules negotiated between boards of education and teachers' organizations make no distinction on the basis of sex. Where differentials occur, they are based on qualifications and experience. Where allowances are paid for dependants, in most cases they are the same for both sexes.

Before the Second World War nearly all women teachers were single or widowed. The shortages of qualified teachers during the war led to the lifting of the ban against married women, beginning a trend that has steadily increased in the postwar years. The following table gives the percentages of married women teachers at various teaching levels, 1956-57 academic year:

Teaching level	Married women as % of all women teachers
Primary grades only	46.8
Elementary grades only	47.4
Mainly elementary but with some secondary grades	46.9
Secondary grades only	33.5

SOURCE: Dominion Bureau of Statistics, *Salaries and Qualifications of Teachers in Public Elementary and Secondary Schools, 1956-57*.

The percentage of married women teachers varies greatly among the provinces, being highest in Alberta and lowest in Newfoundland.

In the current serious shortage of qualified teachers, programs have been developed in a number of American states to recruit and train mature women university graduates who have not taught before. Several Canadian provinces, too, have had some success, by means of summer courses, in recruiting older women to the teaching profession.

50 Years Ago This Month

Bill to create Department of Labour under full-time Minister receives Royal Assent on May 19, 1909. Enactment answered requests of labour organizations. Wages mainly stationary in May 1909 but some reductions reported in Montreal

A bill to provide for the establishment of a Department of Labour headed by a full-time minister was introduced in the House of Commons by the Prime Minister, Sir Wilfrid Laurier, on April 30, 1909. The minister was to be charged with the administration of the Conciliation and Labour Act and the Industrial Disputes Investigation Act, 1907, and with such other duties as might be assigned to him by the Governor in Council.

The bill passed the Senate and received the assent of the Governor General on May 19.

In moving the second reading of the bill, the Prime Minister said the measure had been asked for by the labour organizations of the country. In 1906 the Trades and Labour Congress of Canada had passed a resolution asking for the creation of a separate portfolio of Labour. This request was repeated by the Congress in the following year and again in 1908, the Prime Minister said. In 1907 and 1908 the National Trades and Labour Congress of Canada had passed a similar resolution.

"In the opinion of the Government this is a legitimate demand which can be paid heed to, and that is why we introduce this legislation," said Sir Wilfrid. "The House is entitled to know what will be the cost to the country of this proposal. The only cost that can be involved by the creation of this new department will be \$7,300 per annum; \$7,000 the salary of the minister and \$300 in part payment of the salary of his secretary."

Wages during May 1909 were reported in the LABOUR GAZETTE of June 1909 to have been for the most part stationary, but several changes were mentioned. In Vancouver 500 carpenters obtained an increase of 50 cents a day. Bricklayers in Montreal had their pay reduced from 50 cents an hour to a range of between 40 and 45 cents; carpenters' and joiners' wages were reduced from 30 cents an hour to 22½ to 27½ cents, and building labourers took a reduction of 2½ cents an hour, which brought their wages to between 20 and 22½ cents.

Policemen and firemen in Quebec City, on the other hand, received an increase of

10 cents a day. Labourers in Montreal had their wages reduced from 17½ to between 12½ and 15 cents an hour.

The LABOUR GAZETTE of June 1909 reported that "by an amendment to the Post Office Act, letter carriers employed by the Department were granted an increase of 50 cents a day in wages from April 1, 1909. About 1,160 men were affected." The old rates had ranged from \$1.25 a day for Grade A to \$2.25 a day for Grade E. The new rates therefore ranged from \$1.75 to \$2.75 a day.

Fourth class clerks in the Post Office Department had their pay raised from \$400 to \$500. For this it was necessary to amend the Civil Service Act. Clerks in this class after the change were entitled to a maximum of \$700, which was reached by annual increases of \$100. Previously the maximum had been the same, but the annual increases had been of \$50 each. About 230 clerical employees were affected by this and other changes in salaries.

"Several thousand additional men were taken on by the railway camps, and at some points, especially in Western Canada, the demand was still unfilled," the GAZETTE said. It went on to state that "the second of the spiral tunnels on the Canadian Pacific Railway line between Field and Hector, B.C., was completed during May, and the steel will be laid at once. The tunnels add some four miles to the length of the line but reduce the grade from 4.5 to 2.2 per cent. The work has cost \$1,500,000, being the first of its kind on this continent."

A free employment bureau was set up in Toronto in December 1908 by the Associated Charities "as an agency for receiving work for the unemployed during the winter and co-operating with the civic officials in the giving of relief work," the LABOUR GAZETTE reported. The City at first made a grant of \$250 to cover expenses for one month, and at the end of the month the system had proved so satisfactory that an additional \$1,200 was given to enable it to continue.

"As a result of its operations about 625 men obtained permanent situations, the majority of them being on farms," the GAZETTE said.

INTERNATIONAL LABOUR ORGANIZATION

43rd Conference: Agenda and Delegation

Assistant Deputy Minister G. V. Haythorne heads delegation. Other Government Delegate: Paul Goulet, ILO Branch Director; Worker Delegate: CLC Executive Vice-President Stanley Knowles; Employer Delegate: W. A. Campbell of the CMA

Assistant Deputy Minister George V. Haythorne is head of the Canadian delegation to the 43rd International Labour Conference, which opened in Geneva on June 3. ILO Branch Director Paul Goulet is the other Government Delegate.

Stanley Knowles, Executive Vice-President of the Canadian Labour Congress, is the Worker Delegate; and W. A. Campbell, Vice-President and Secretary, Canadian Westinghouse Company Limited, is the Employer Delegate.

Others making up the delegation are:

Substitute Government Delegates: Max Wershof, Ambassador and Permanent Representative of Canada to the European Office of the United Nations; C. Rhodes Smith, QC, Chairman, Canada Labour Relations Board.

Advisers to Government Delegates: Harry Jay, First Secretary, Canadian Permanent Mission to the European Office of the United Nations; John Mainwaring, Canadian Labour Attaché, Brussels, Belgium; Ian McArthur, Chairman, Fisheries Prices Support Board, Department of Fisheries; Dr. T. H. Patterson, Chief, Occupational Health Division, Department of National Health and Welfare; Dr. E. A. Watkinson, Principal Medical Officer, Environmental Health and Special Projects Division, Department of National Health and Welfare.

Advisers to Worker Delegate: David Archer, President, Ontario Federation of Labour (CLC); Emile Hébert, Treasurer, Shawinigan Central Council (CCCL); J. A. Huneault, Member, National Legislative Committee of the International Railway Brotherhoods, and Vice-President, Brotherhood of Maintenance of Way Employees; Kalmen Kaplansky, Director, International Affairs Department, Canadian Labour Congress; Clifford Priestley, Organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry.

Advisers to Employer Delegate: Lloyd Hemsworth, Personnel Manager, Canadian Industries Limited; E. F. L. Henry, Manager, Industrial Relations Department, The Canadian Manufacturers' Association; T. A. Johnstone, Manager, Labour Relations, Canadian National Railways; W. J. McNally, Manager, Policy Department, The Canadian Chamber of Commerce; F. W. Purdy, Soules Construction Limited, Port Credit, Ont.

Secretary to the delegation is A. D. MacDonald of the Special Services Branch, Department of Labour, and assistant secretary is Mrs. I. E. Beattie of the Department of Labour.

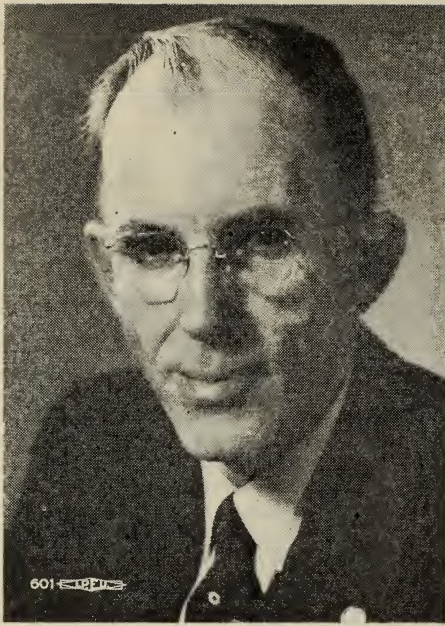
The agenda for the Conference is as follows:

1. Report of the Director-General.
2. Budgetary questions.
3. Reports on the application of Conventions and Recommendations.
4. Second discussion of "Organization of occupational health services in places of employment".
5. Second discussion of work of fishermen.
6. First discussion of "Protection of workers against radiations".
7. Problems of non-manual workers, including technicians, supervisory staff, etc.
8. First discussion of "Collaboration between public authorities and employers' and workers' organizations at the industrial and national levels".

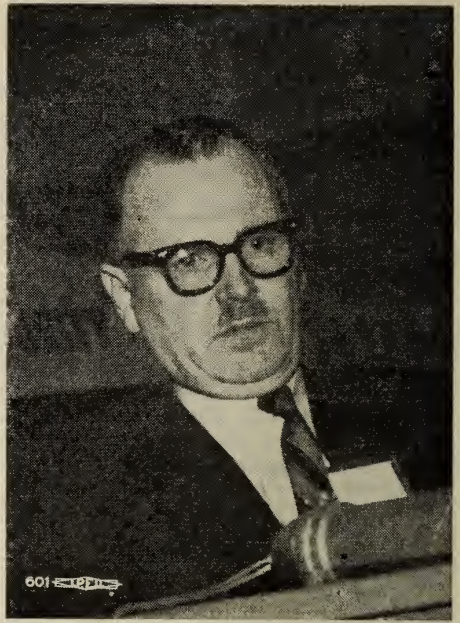
Report of the Director-General

In his report to the 1959 session of the International Labour Conference, David A. Morse, Director-General of the International Labour Office, suggests that "perhaps politicians and economists tend to prepare for the last depression."

According to Mr. Morse, the past 18 months have "put to the test accepted employment policies and economic theory". He adds: "Current experience is suggesting

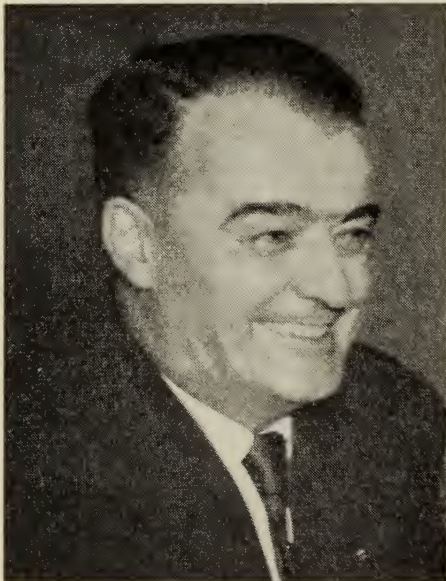


—Rapid Grip and Batten.
Stanley Knowles



David Archer

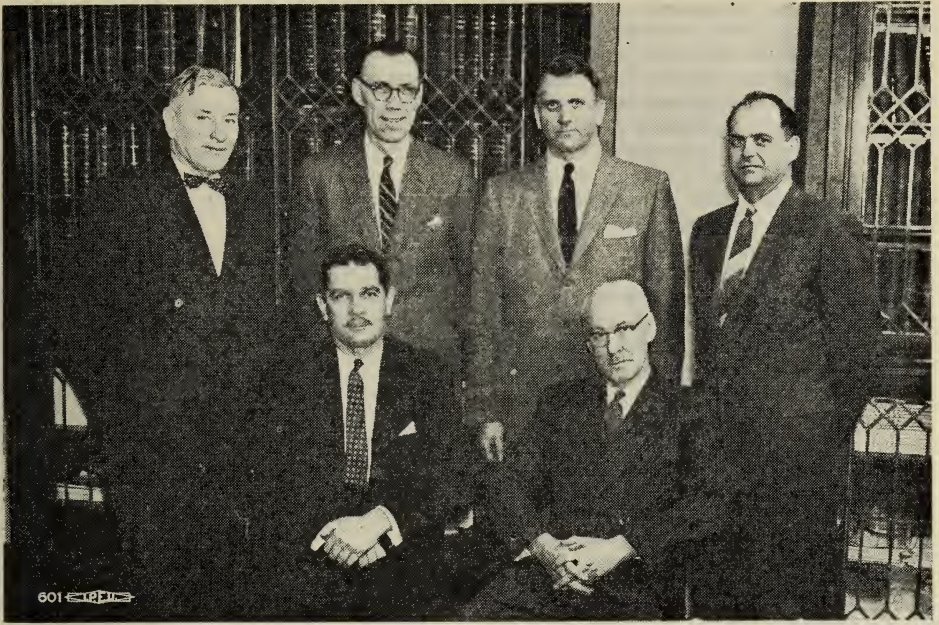
Worker and Employer Delegates,



Emile Hébert



J. A. Huneault



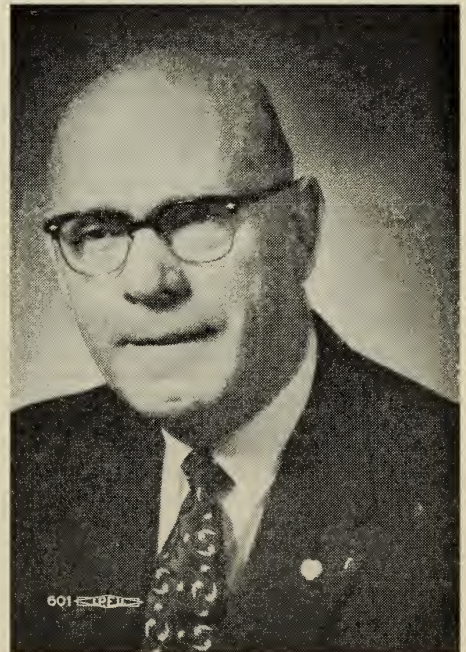
—Collingwood, Toronto.

Employer delegates to the 40th International Labour Conference—Seated (left to right): W. A. Campbell, Canadian Manufacturers' Association, Employer Delegate; F. W. Purdy, Canadian Construction Association adviser; Standing (same order): T. A. Johnstone, Railway Association of Canada; W. J. McNally, Canadian Chamber of Commerce; E. F. L. Henry, CMA; Lloyd Hensworth, Chamber of Commerce, advisers.

International Labour Conference



Kalman Kaplansky



Clifford Priestly

the need to reconsider some of the policies evolved in the 1930's so as to take account of the changes in the structure of industry and employment, of trends in the direction and volume of international trade, of technological changes and other factors affecting the employment situation."

This year, Mr. Morse devotes his general report to a survey of the problems and tendencies of social change. He emphasizes two aspects of this evolution: the world employment situation and the economic development of the less advanced countries.

Commenting upon the question of full employment, Mr. Morse's report contends that full employment consists not only in the absence of unemployment and of the employment of all workers, but also in the full and most efficient utilization of available manpower. This concept is particularly important when considering the employment situation in countries with varying economic systems, the report says.

Where the State takes little initiative in employment policy, a fall in the demand for labour will mean that some workers are likely to be dismissed from their jobs and the incidence of loss of output... will thus fall largely upon those unemployed workers and their families. Where the State accepts the responsibility to assist unemployed workers, as is the case in most of the industrialized countries of Europe and America today, by the payment of unemployment benefits and maintenance of public employment services, the burden on the individual unemployed worker and his family is relieved in a measure.

But if unemployment benefits are generous, if redundant workers are kept on the payroll and if there are many in unproductive jobs or who are overpaid for the work they do in comparison with others, inflation will result and high prices will cut back individual consumption to the level of the total real income produced by the community.

In centrally planned economies, the problems of ensuring that the labour force be fully and efficiently used arise usually in different ways. If workers are not dismissed unless they are given other employment, and if all entrants to the labour force are assigned to jobs, problems of maladjustment between the supply and variations in the demand for labour in different sectors will not take the form of overt unemployment.

They may, however, result in underemployment on the job in some sectors, coupled with bottlenecks in housing, training facilities, etc., which prevent an adequate supply of labour to other sectors where it could be more usefully employed... Thus all countries face the problem both of promoting full employment in this real sense and of ensuring that the costs of less-than-full employment are borne equally.

The current paradox of unemployment in the midst of inflation makes it necessary, the report says, "to reconsider some of the assumptions about economic policy that have characterized action against unemployment, and more particularly to look more closely at the consequences of specific policies based on these assumptions."

Among the elements necessary in an effective employment policy, the report lists:

—Important changes in the volume and direction of international trade.

—The impact of automation and other technological changes upon unemployment.

—The changing structure of industry, both domestically and in international market situations.

—Fluctuations in the prices of primary commodities.

—Questions relating to the institutional setting in which the problem of full employment arises.

The report calls for further study into the questions of employment policy, including a comparison between full employment problems in different institutional settings and a survey of the experience in employment policy administration in differing national economies.

Social Problems and Economic Development

In a chapter entitled "Social Problems and Economic Development," the study of various aspects of the social problems which accompany economic development brings this comment from Mr. Morse: "New social and community controls must develop along with the growth of new urban industrial population. Particular attention... should be given to the remoulding of institutions, and the creation of new institutions, for it is here that habits of co-operation and the spirit of mutual confidence required for effective and beneficial conduct of any human endeavour may mature.

By "institutions" the ILO means not only formal organizations of the State or those having legal personality, but also many customary ways in which human beings and their activities are co-ordinated. Included are the departments and agencies of government, business undertakings, trade unions, educational institutions and voluntary societies.

Mr. Morse's report examines at length those institutions which have evolved in recent years in many parts of the world, and the problems they have encountered. Sections of the report are devoted to current problems of trade unions, to worker education, to employer organizations and the development of labour-management relations, to industrial relations, to program planning, and to other important recent experiences and developments.

Within the framework of his subject, Mr. Morse touches upon many problems, among them that of the education and training of youth. He points out the

"need to evolve a policy for youth which would include preparation for social and civic responsibilities. Education would lie at the heart of this policy—its vocational scientific and technical content balanced with a social and humanistic content."

Occupational Health Services

The Conference will consider a draft Recommendation dealing with occupational health services in places of employment. The proposed text was drafted on the basis of conclusions adopted by the Conference last year, when an initial discussion of the question took place.

The draft Recommendation provides that occupational health services should be organized by employers themselves or attached to an outside body either as a separate service within a single undertaking, or as a service common to a number of undertakings. When occupational health facilities cannot be established for all enterprises, they should, in the first instance, be set up for those enterprises in which workers are exposed to the greatest health risks, where workers are exposed to special health hazards, and where more than a prescribed minimum of workers are employed.

The draft Recommendation specifies that the role of occupational health services should be essentially preventive and that these services should not be required to verify the justification of absence on grounds of sickness. It describes as among the functions that this service should assume:

—Surveillance of all factors which may affect the health of workers.

—Surveillance of sanitary facilities and all other facilities for the welfare of workers.

—Periodic, pre-employment and special medical examinations.

—Compilation of statistics concerning health conditions in the undertaking.

—Job analysis in the light of hygienic, physiological and psychological considerations.

Surveillance of the adjustment of workers to their jobs.

—Emergency treatment in case of accident or sickness.

—Initial and regular subsequent training of first-aid personnel.

—Participation in the prevention of accidents and occupational diseases.

—Education of personnel in health and hygiene.

Further, occupational health services should maintain close contact with the other bodies in the undertaking concerned with questions of the workers' health, safety or welfare.

The draft Recommendation specifies that occupational health services, in order to perform their functions effectively, should have free access to work-places and access to information concerning the processes, performance standards, and substances used or whose use is contemplated in the undertaking.

It indicates also that the physician in charge of an occupational health service should enjoy full professional and moral independence from both employer and workers, and that he should have received, in so far as possible, special training in occupational health.

Finally, the text notes that the services provided by occupational health services should not involve the worker in any expense.

Conditions of Work of Fishermen

The Conference will have before it three proposed Conventions on the conditions of work of fishermen. They deal with the minimum age for admission of fishermen to employment, the medical examination of fishermen, and fishermen's articles of agreement.

Final action will be taken on the texts. At last year's Conference preliminary consideration was given to them in the first step in the ILO's double discussion procedure. If they are adopted this year as Conventions, they will be submitted to the ILO's member countries for possible ratification.

Protection against Radiation Hazards

In response to a questionnaire addressed to them by the International Labour Office, 52 countries declared themselves in favour of the adoption by the Conference of an international instrument (Convention or Recommendation) indicating the precautions essential to safeguard workers against the hazards of radiation.

Capable as they are of causing widespread and serious accidents if they get out of control, radiations by their very nature leave no room for any material or human failings, and therefore protection is an essential condition of their use.

By using various technical precautions which are now highly effective (screening, shielding, remote control and manipulation, air cleansing, decontamination, etc.) it is possible to keep exposure down to very low levels. In many cases, however, economic or operational considerations have led to the acceptance of a level of irradiation which, although it is kept as far below the maximum permissible level as possible, is nevertheless above that of natural background radiation.

It is possible, too, with existing exposure monitoring techniques (radiation detectors, counters and dosimeters) to determine anywhere and at any time the dangers of exposure inherent in the work, though few countries have properly equipped centralized services able to process and interpret film tests on behalf of radiation users. It is important to promote such services in order to be certain that effective radiological protection is provided for workers in the many small and medium-sized undertakings which use radiations but are frequently unable to carry out this monitoring themselves.

In general, all the protective measures that have proved their worth are applied in atomic plants and nuclear centres in order to keep staff exposure down to very low levels, and indeed the workers in these establishments—at least in the leading countries in this field—are so well protected that they receive only a fraction of the maximum permissible dose.

Besides the risks common to all mining industries there is a special radiation hazard in the mining and processing of radioactive ores; workers in uranium mines are exposed not only to the risk of silicosis and miscellaneous accidents but also to the danger of inhaling radium and radioactive dusts which, together with the risk of external irradiation, constitute a serious menace to their health. A variety of methods such as ventilation and wet working are employed to counter this menace but they are not in general use, nor are they fully satisfactory.

Non-Manual Workers

Delegates to the Conference will consider questions of employment and unemployment among non-manual workers, training of technical and supervisory staff in industry, termination of contract of employment, protection of salaried inventors, hygiene in shops and offices, and trade union rights and collective bargaining.

The delegates' discussion will be based in part on a report, prepared by the International Labour Office, which indicates that the number of non-manual workers has been growing more rapidly than that in other sections of the labour force.

Figures quoted in the report show that in some of the more highly industrialized countries the proportion of the labour force engaged in "service" occupations is approaching or already exceeds the proportion in agriculture and manufacturing industry.

The report points out that not all non-manual workers are in service occupations. There are also substantial numbers listed

under manufacturing industry, and even a small proportion of those listed under agriculture are salaried employees or "white collar" workers.

Improved production techniques, better equipment and better management have enabled greater and more rapid output to be achieved without proportional increases in the number of manual workers. However, modern working methods require a large non-manual staff for study and research planning, preparation and organization of production, co-ordination and supervision. At the same time, there are just as many non-manual employees in administrative, financial, legal, checking, marketing and maintenance services and related jobs.

In some cases the skills and specialization required for particular jobs are greatly increased, and in other cases lowered. Many of the new skills present the need for new kinds of training and for better general education of workers, the report notes.

The report states that the lack of balance in demand and supply of certain types of non-manual workers is a feature of the employment market in almost all countries. The report lists details from several countries in different parts of the world to illustrate existing shortages of technicians, supervisory personnel, teachers, physicians, nurses and even skilled office workers.

Collaboration with Public Authorities

Delegates will consider a proposal for the adoption of a new international instrument concerning collaboration between public authorities and employers' and workers' organizations at the industrial and national levels.

The proposed international instrument would provide for measures appropriate to national conditions to be taken to promote continuous and effective consultation and co-operation in order to establish good relations between the various parties and with a view to increasing the efficiency and success of the economy, or its individual branches, improving conditions of work and raising the standards of living.

These consultations and co-operation would aim, in particular, at a joint examination of matters of mutual concern with a view to arriving at agreed solutions and at associating employers' and workers' organizations with the public authorities. In the latter respect, the proposed international instrument lists three particular fields of mutual concern:

1. In the preparation and implementation of laws and regulations affecting the interests of employers and workers;

2. In the establishment and functioning of national institutions, such as those

responsible for social security, organization of employment, industrial health and safety, productivity and welfare; and

3. In the elaboration and implementation of economic development plans.

7th Session, Coal Mines Committee

Delegates from 16 main coal-producing countries propose technical meeting to study social consequences arising from coal mining's present economic situation

A tripartite technical meeting of coal-producing countries to study the social consequences from the present economic situation in the coal-mining industry was suggested in a resolution adopted at the seventh session of the ILO Coal Mines Committee,* held April 27 to May 8. The ILO Governing Body was invited to consider convening the meeting as soon as possible.

The Committee, composed of government, employer and worker delegates from 16 of the main coal-producing countries, including Canada, pointed to the social consequences which the substitution of coal by other forms of fuel and energy may have on the lives of mineworkers.

It also called attention to the fluctuations which occur in the operations of the coal-mining industry in consequence of the variation in demand for its products.

The resolution was adopted by 67 votes to 0, with 22 abstentions.

The Canadian delegation comprised:

Government Delegates: Bernard Wilson, Director, Industrial Relations Branch, Department of Labour (Head of Delegation); Ray Anderson, Deputy Minister of Labour, Nova Scotia.

Worker Delegates: Joseph Coulet, President, Branch No. 1, Co-operative Labour Protective Association, Westville, N.S.; Percy Lawson, Canadian Labour Congress representative, Vancouver.

Employer Delegates: David G. Burchell, President, Bras d'Or Coal Company Limited, Bras d'Or, N.S.; D. B. Young, Vice-President and General Manager, Coleman Collieries Limited, Coleman, Alta.

Wage Determination

In its conclusions concerning the principles and methods of wage determination in the industry, the Committee reaffirmed that miners should receive wages at rates "which will provide an income attractive as compared with income in industry generally.

*One of the ILO's industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

"A sufficiently attractive wage should be considered one of the elements to ensure the recruitment and stability of manpower in the coal-mining industry," the Committee pointed out.

Regarding wage-fixing procedures, the Committee said that, generally speaking, wages should be fixed by collective bargaining between employers and trade union organizations most representative of the mineworkers, except in those countries where it is the national practice to fix wages by arbitration awards.

Mineworkers' purchasing power can best be maintained by review of wages at appropriate times and the putting into effect of any necessary adjustments. This review should normally be carried out by free collective bargaining.

One of the satisfactory methods of wage determination was the grading of jobs by means of job evaluation, and it was important that workers should be associated with the grading procedures.

"At the present time," added the Committee, "a single type of wage, whether time or piece, cannot be envisaged. While the choice between piece rates and time rates is often determined by circumstances, all necessary precautions should be taken to prevent any abuses resulting from either wage system.

"It appears, however, that, in some countries, a high degree of mechanization works in favour of time rates."

The Committee further thought it desirable that provisions designed to guarantee wages, or part of the wages, to piece workers in cases of interruption or slowing down of work owing to technical reasons outside their control should be generalized.

The guaranteed wage level should be negotiated between employers' and workers' organizations and should be established as near as possible to the normal level. Regarding the method of compensation to protect the manpower of the industry, some forms of guaranteed wage have been used in certain countries. A further extension of this principle may be possible in other cases.

These conclusions on the principles and methods of wage determination in the coal mining industry were adopted by the Committee unanimously.

Labour-Management Relations

In a statement concerning labour-management relations in the coal-mining industry, the Committee said that "the principles contained in the various Conventions and Recommendations adopted by the International Labour Conference in the field of labour-management relations should constitute the basis for the organization of labour-management relations in the coal-mining industry."

Collective bargaining was the most effective and desirable means of determining the terms and conditions of employment and every effort should be made to set up and use efficient collective bargaining machinery.

The Committee believed that the attention of governments and employers' and workers' organizations should be drawn to the program of practical action of the ILO in the field of labour-management relations, as well as in the field of workers' education and management development.

It was also desirable, the Committee said, for the ILO to be specially charged with collecting documentation concerning labour-management relations and conditions of work in mines and to publish the clauses in collective agreements or regulations containing information of interest to other countries.

The statement on labour-management relations was adopted unanimously.

The Crisis in the Coal-Mining Industry

At the closing sitting, the representative of the ILO Director-General replied to the delegates who had spoken in the general debate on recent events and developments in the coal-mining industry. He said that a major aspect had dominated the discussion: the number of speakers who had expressed anxiety about the present crisis in the coal-mining industry.

Regarding the crisis, he emphasized that the government, employer and worker delegates had all been conscious of the need to remedy the present situation. Apart from the measures taken in the economic field to maintain the demand for coal at a high level, said the representative, the action in the social field, particularly in Europe, would develop in two distinct aspects: first, to ensure a quick readjustment, with vocational readaptation, of the miners who were dismissed or were faced with the prospect of redundancy; and secondly, to maintain the means of livelihood of the miners who would be employed in the mines.

The chairman of the Committee was Rosario Purpara, the representative of the ILO Governing Body. The Committee was composed of government, employer and worker delegates from the following coal-producing countries: Australia, Brazil, Belgium, Canada, Chile, Federal Republic of Germany, France, India, Italy, Japan, Mexico, The Netherlands, Poland, Turkey, the United Kingdom and the United States.

Plan Creation of New ILO International Educational Centre

The International Labour Organization's Governing Body has asked Director-General David A. Morse to go forward with plans for a new international Institute for Social and Labour Studies to be established at Geneva under ILO auspices.

The Governing Body, whose government, employer and worker delegates met in Geneva on May 29 and 30 in their 142nd Session, asked Mr. Morse to present detailed plans for the Institute at the Governing Body's next session in November, and to invite six Governing Body members to advise him in working out details for the Institute.

In remarks before the Governing Body, Mr. Morse explained that the Institute would "deal with labour questions... with matters falling within the competence of the ILO". He added that the Institute

would "not stray into other areas of social affairs".

"The work of the Institute," he said, "would be directed towards securing and promoting a better practical knowledge of the conditions and problems affecting labour policy in different parts of the world."

The proposed Institute, Mr. Morse said, would be separate from other ILO educational activities, such as the existing workers' education, management development, labour administration and labour-management relations programs. It would, he said, "have no official policies or doctrines".

Mr. Morse told the Governing Body that the idea of setting up such an Institute "met with enthusiastic welcome" when he discussed it with Ministers, labour leaders, employers and others charged with social policy in ILO member states that he recently visited.

TEAMWORK in INDUSTRY

Enthusiastic support for labour-management co-operation was voiced recently by J. D. Kinvig, yard manager of the Burrard Dry Dock Company, North Vancouver, B.C., and James E. Mead, an employee of the firm, President of Local 280, International Association of Sheet Metal Workers, and former vice-chairman of Burrard's Labour-Management Production Committee.

Said Mr. Kinvig: "Many schemes have been tried out in different industries, but it is probably true that the best way of keeping open the lines of communication between employer and employee is through the Labour-Management Co-operation movement.

"Labour-management committees are thus an excellent means of promoting goodwill, trust and faith in each other.

"We have been fortunate in having a good, live committee in operation each year," stated the yard manager. "The members bring their various problems to the monthly meetings for frank and full discussion.

"Without this committee, many small grievances could be magnified a hundred-fold, eating like a canker into any goodwill and fellowship that had previously existed.

"Now all these problems are frankly ventilated at the meetings and are dealt with usually on the spot. Thus we eliminate the cause of a lot of needless unrest."

Mr. Mead stated: "I know of no other period in history when it has been more essential than now for both labour and management in various industrial, commercial and business enterprises to sit down together and honestly discuss their mutual problems and to endeavour to better conditions and stabilize the work picture.

"There are many on both sides who belittle any effort to achieve unity between the two groups. But to me, there is no law, no government and no devised plan which can force unity.

"Only sincere respect and goodwill on both sides will ever build that alliance of efficiency and high morale which is indispensable if we are to develop a better industry," concluded Mr. Mead.

* * *

Robert Mountain, Mayor of Stratford, Ont., has endorsed the achievements of the Labour-Management Committee which rep-

resents City Council and the employees of the Board of Works.

"Through the years," reported Mr. Mountain, "this committee has developed and promoted a pattern of harmoniously solving joint labour-management problems.

"We believe that our work has been greatly assisted by the committee, and that the team spirit encouraged by it has benefited both labour and management.

"We are proud of our record of 11 years of unqualified success, and look forward to a continuation of the co-operative effort which has characterized relations between our employees and ourselves."

Mayor Mountain's enthusiasm is echoed by Emil Deleplanque, Secretary-Treasurer of Local 197 of the Stratford Civic Employees Union, Secretary of the Labour-Management Committee, and a Board of Works employee.

"Before we created this organization," Mr. Deleplanque explained, "working conditions were unsatisfactory. But I can honestly say that every year since our Labour-Management Committee was formed, we have achieved better understanding and a perfect relationship among City Council, heads of departments and employees."

* * *

According to H. C. Christenson of Hamilton Dairyland Limited, Hamilton, Ont., the firm's safety record has improved considerably since organization of their Employee-Management Committee in 1957.

Although the principle objective of this committee is safety and accident prevention in the plant and among the company's route drivers, both M. Christenson and Sales Manager Jack Newman report that the members have also submitted a number of worthwhile suggestions for the care of equipment and the improvement of service to customers.

Harry Purse, who is one of the company's drivers and a steward of the Retail, Wholesale and Department Store Union (CLC), stated that "safety occupies an important place in the minds of both employees and employers. "In addition, labour-management co-operation is enabling us gradually to pull down the costs involved in the operation and maintenance of our trucks".

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued four certificates designating bargaining agents, ordered two representation votes, rejected one application for certification, and issued an order to bargain collectively. During the month the Board received 12 applications for certification, five applications for revocation of certification, and allowed the withdrawal of one application for certification and one request under Section 61 (2) of the Act for review of an earlier decision.

Applications for Certification Granted

1. United Packinghouse Workers of America, on behalf of a unit of employees of Robin Hood Flour Mills Limited, employed in the elevator and flour milling operations of its plant at Humberstone, Ont., (L.G., Feb., p. 155).

2. United Steelworkers of America, on behalf of a unit of heating plant operators and their helpers employed by Pronto Uranium Mines Limited, at its mining property in Long and Spragge Townships, District of Algoma, Ont., (L.G., May, p. 472).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Shell Canadian Tankers, Limited, aboard the M.V. *Tyee Shell* operating on the West Coast. (L.G., May, p. 473).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 565 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehouse employees of Hill the Mover (Canada) Limited, operating in and out of Regina, Sask., (L.G., May, p. 474).

Representation Votes Ordered

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Sabre Freight Lines, Limited, Windsor, Ont., respondent. The

vote affected a unit of employees of the company operating in and out of its terminal at Burnaby, B.C., (L.G., April, p. 388). (Returning Officer: G. H. Purvis).

2. Maritime Airline Pilots Association, applicant, Maritime Central Airways Limited, Charlottetown, P.E.I., respondent, and International Association of Machinists, intervener (service and maintenance employees) (L.G., May, p. 474). The Board directed that the names of the applicant and the intervener be on the ballot. (Returning Officer: H. R. Pettigrove).

Application for Certification Rejected

Transport Drivers, Warehousemen and Helpers' Union, Local 106, and General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Taggart Service Limited, Ottawa, respondent, and Taggart Service Limited Employees' Association, intervener. (L.G., May, p. 472). The application was rejected for the reason that it was not supported by a majority of the employees in a representation vote conducted by the Board.

Order to Bargain Collectively Issued

The Board gave consideration to a complaint referred to it by the Minister of Labour under Section 43 of the Act, affecting the National Association of Marine Engineers of Canada, Inc., complainant, and Transit Tankers and Terminals, Limited, respondent (L.G., May, p. 475) and issued an Order requiring the respondent company to bargain collectively with the complainant.

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 506, on

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

behalf of a unit of papermen employed by the Canadian, British, and Foreign Steamship Group, of the Deepsea Section of, and as represented by, the Shipping Federation of British Columbia (Investigating Officer: D. S. Tysoe).

2. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of production employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a system-wide unit of operating and maintenance employees of The St. Lawrence Seaway Authority (Investigating Officer: B. H. Hardie).

4. International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 720, on behalf of a unit of structural steel fabricators and erectors employed by the Dominion Bridge Co. Ltd.,

in the Northwest Territories (Investigating Officer: D. S. Tysoe).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of operating and maintenance employees of The St. Lawrence Seaway Authority on the Beauharnois Canal (Investigating Officer: B. H. Hardie).

6. Dominion Canals Employees' Association, on behalf of a unit of operating and maintenance employees of The St. Lawrence Seaway Authority on the Sault Ste. Marie, Welland, and Iroquois Canals. (Investigating Officer: B. H. Hardie).

7. Canadian Airlines Link Instructors Association, on behalf of a unit of Link Trainer instructors employed by Trans-Canada Air Lines (Investigating Officer: C. E. Poirier).

8. International Union of Operating Engineers, Local No. 796, on behalf of a unit of hoistmen employed by the Northspan

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; four officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Uranium Mines Limited, Elliot Lake, Ont., (Investigating Officer: A. B. Whitfield).

9. Kitimat Terrace and District General Workers' Union, Local 1583 (CLC), on behalf of a unit of employees of The Bank of Nova Scotia (Investigating Officer: D. S. Tysoe).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Murray Marine Services Ltd., aboard the M.V. *Lady Rose* operating on the West Coast (Investigating Officer: G. H. Purvis).

11. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of office employees employed by the British Overseas Airways Corporation in the Toronto area. (Investigating Officer: T. B. McRae).

12. Cornwall Local Council of the Civil Service Association of Canada, on behalf of a unit of operating and maintenance employees of The St. Lawrence Seaway Authority on the Cornwall Canal (Investigating Officer: B. H. Hardie).

Applications for Revocation of Certification

1. Jacques Leduc, *et al*, applicants, and Atomic Energy of Canada Limited, respondent, and the Ottawa Atomic Energy Workers, Local No. 1541 (CLC), respondent. The application was for the revocation of the certification issued by the Board in October 1957 to the Ottawa Atomic Energy Workers, Local No. 1541 (CLC), in respect of a unit of mechanical appliances production employees of the company's Commercial Products Division in Ottawa (L.G. 1957, p. 1461).

2. John Wood on behalf of Alcide Landry, *et al*, applicants, and Branch Lines Limited, respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), respondent. The application was for the revocation of the certification issued by the Board in May 1956 to the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), in respect of a unit of marine engineers below the rank of chief engineer employed by the company aboard the vessels *Cedarbranch*, *Elmbranch*, *Firbranch*, *Sprucebranch*, and *Willowbranch* (L.G. 1956, p. 853).

3. John Wood on behalf of John A. Dodd, *et al*, applicants, and Mohawk Navigation Company Limited, respondent, and

the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), respondent. The application was for the revocation of the certification issued by the Board in December 1955 to the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), in respect of a unit of marine engineers below the rank of chief engineer employed aboard the vessels operated by the company (L.G. 1956, p. 178).

4. John Wood on behalf of Ross Robertson, *et al*, applicants, and Beaconsfield Steamships Limited, respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), respondent. The application was for the revocation of the certification issued by the Board in November 1955 to the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), in respect of a unit of marine engineers below the rank of chief engineer employed by the company aboard the vessels *Mohawk Deer*, *Belvoir*, *Redcloud*, *Redriver*, *Redwood*, *Redfern*, *Sandland*, *William C. Warren* and *Griffon* (L.G. 1956, p. 75).

5. Norman Jenson, *et al*, applicants, C. A. Fraser Limited, Toronto, Ont., respondent, and the Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the certification issued by the Board in July 1958 to the Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of drivers, helpers, warehousemen and mechanics employed by the company and working in and out of the City of Toronto (L.G., Sept. 1958, p. 979).

Application for Certification Withdrawn

International Association of Machinists, Vancouver Lodge 692, applicant, and Stone Bros. Towing Co. Ltd., Port Alberni, B.C., respondent, (L.G., May, p. 474).

Request Withdrawn for Review Under Sec. 61 (2)

Canadian Wire Services, Local 213, American Newspaper Guild, applicant, and the Canadian Broadcasting Corporation, respondent, (L.G., Jan., p. 49).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Telephone Company and Federation of Telephone Workers of British Columbia (Conciliation Officer: D. S. Tysoe).

2. Lake St. Jean Radio Station CFGT and The Syndicate of Employees of CFGT (Conciliation Officer: C. E. Poirier).

3. National Harbours Board, Port Colborne, and Local 1015, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

4. Allied Aviation Service Company of Newfoundland, Limited, and Trans-World Airlines, Inc., and Canadian Air Line Despatchers Association (Conciliation Officer: R. Duquette).

5. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Duquette).

6. Buntain, Bell and Company Ltd., Gulf and Northern Shipping Company, H. B. Willis, Inc., and Labourers Protective Union No. 9568 (Conciliation Officer: E. R. Pettigrove).

7. Canadian National Railways (Port of North Sydney) and International Longshoremen's Association, Local 1259 (Conciliation Officer: H. R. Pettigrove).

8. George Burchill and Sons, British Canadian Pitwood Ltd., Geo. Cook, W. S. Anderson Co. Ltd., Chatham Industries Ltd., W. S. Loggie Co. Ltd., E. P. Malkins Ltd., M. F. Esson and Sons, Miramachi Lumber Co., and Miramachi Trades and Labour Union, Locals 2, 3 and 4 (Conciliation Officer: H. R. Pettigrove).

9. Boyles Bros. (Drilling) Alta. Ltd., and Western District Diamond Driller's Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Canadian Pacific Railway Company S.S. *Princess Helene* and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove) (L.G., May, p. 477).

2. Hamilton Shipping Company, Limited, Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Caledon Terminals Ltd. and Cullen Stevedoring Co. Ltd., and International Brotherhood of Longshoremen, Local 1817,

Hamilton (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 477).

3. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd. and Terminal Warehouses Ltd., and International Longshoremen's Association, Local 1842, Toronto (Conciliation Officer: F. J. Ainsborough) (L.G., March, p. 273).

4. Canadian National Railways (Atlantic and Central Regions) and Brotherhood of Locomotive Engineers (Conciliation Officer: R. Duquette) (L.G., July 1958, p. 755).

Conciliation Boards Appointed

1. Shipping Federation of British Columbia, and International Longshoremen's and Warehousemen's Union, Local 506, Vancouver (L.G., April, p. 391).

2. Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions) and Brotherhood of Railroad Trainmen (no conciliation officer appointed previously).

3. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Navigators' Association (L.G., March, p. 273).

4. Trans-Canada Air Lines, Montreal, and Canadian Air Line Pilots Association (L.G., May, p. 477).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between C. A. Fraser Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 477) was fully constituted in April with the appointment of Thomas O'Connor, Toronto, as Chairman. Mr. O'Connor was appointed on the joint recommendation of the other two members, Donald J. McKillop and Melrose Kerr, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in March to deal with a dispute between Northland Navigation Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (L.G., May, p. 477) was fully constituted in April with the appointment of W. H. Morrow, Vancouver, as Chairman. Mr. Morrow was appointed on the joint recommendation of the other two members, E. B. Clark and John Berry, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

Board Report of Settlement Received

Canadian Pacific Air Lines, Limited, and Canadian Air Line Flight Attendants' Association (L.G., March, p. 273). The text of the report is reproduced below.

Settlements Reached Following Board Procedure

1. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, p. 478).

2. Canadian National Railways, Montmorency Sub-division, and Brotherhood of Locomotive Firemen and Enginemen (L.G., May, p. 482).

3. Canadian National Railways (Atlantic, Central and Western Regions, including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., May, p. 482).

4. Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, and Quebec Paper Sales and Transportation Limited, Quebec, and Seafarers' International Union of North America, Canadian District (L.G., Oct. 1958, p. 1142).

Industrial Inquiry Commission Appointed

Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (L.G., May, p. 477). Stoppage of work occurred March 19, 1958. F. J. Ainsborough, Toronto, appointed Industrial Inquiry Commission, April 17.

Dispute Lapsed

Minshull Storage and Van Limited, Halifax, and Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. 1958, p. 1399). Company sold its business.

Report of Board in Dispute between

Canadian Pacific Air Lines, Limited

and

Canadian Air Line Flight Attendants' Association,

Members of the Board: W. E. Philpott, Chairman; T. E. H. Ellis, Q.C., Member; A. B. Macdonald, Member.

This was a Board of Conciliation and Investigation that was appointed under the provisions of the "Industrial Relations and Disputes Investigation Act" to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement that the parties will accept and to report to the Honourable the Minister of Labour, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act.

Robert Smeal appeared for the bargaining agent; G. Manning appeared for the employer.

During April, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Air Lines, Limited, and Canadian Air Line Flight Attendants' Association, Vancouver.

The Board was under the Chairmanship of W. E. Philpott, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., and A. B. Macdonald, both of Vancouver, nominees of the company and union respectively.

The text of the report is reproduced here.

The Board, through its members and Chairman, has kept in constant touch with both parties to the dispute. There appeared at all times the possibility of both parties being able to settle their differences by direct negotiations.

Negotiations were continued until both parties came to complete agreement as to the terms of a collective agreement to be effective for one year from November 1, 1958 until October 31, 1959.

The Board met with the parties on April 14, 1959. It was announced to the Board that complete agreement had been reached by the parties in dispute and that the terms of a collective agreement for the present term of one (1) year are incorporated in copies of Agreement No. 6 between Canadian Pacific Air Lines Limited and The Air Line Flight Attendants' Association.

Dated at Vancouver, British Columbia, this 15th day of April, 1959.

(Sgd.) W. E. PHILPOTT,
Chairman.

(Sgd.) T. E. H. ELLIS,
Member.

(Sgd.) A. B. MACDONALD,
Member.

LABOUR LAW

Legal Decisions Affecting Labour

Saskatchewan Court of Queen's Bench quashes order of Labour Relations Board
New Brunswick appeal court upholds injunction against all kinds of picketing

In Saskatchewan, the Court of Queen's Bench (Crown Side) quashed an order of the Labour Relations Board changing the bargaining unit of employees of a mining company while a collective agreement was in operation.

In New Brunswick the Court of Appeal upheld an injunction against all kinds of picketing, including peaceful picketing, at the construction site of a Saint John wharf.

Saskatchewan Court of Queen's Bench...

...quashes order of province's Labour Relations Board that altered definition of bargaining unit

On October 1, 1958, the Saskatchewan Court of Queen's Bench (Crown Side) found that the Labour Relations Board exceeded its jurisdiction by issuing an order altering the definition of the bargaining unit after an agreement had been signed and while it was still in force. The Court ruled that the Board had the jurisdiction to make an order changing the bargaining unit but not while the collective agreement was in operation.

The dispute arose out of the following circumstances.

On January 21, 1956, the Saskatchewan Labour Relations Board issued an order which, as amended on December 18, 1956, was to the effect that all employees of Western Dominion Coal Mines Limited at Taylorton, except directors, officers, general manager, office staff including the assistant shipper and clerk in the scalehouse, and foremen, constituted an appropriate unit for the purpose of bargaining collectively. The order also certified that Saskatchewan Coal Miners' Union, Local 331, represented a majority of the employees in the unit, and required the company to bargain with the union in respect to the employees in that unit.

On September 12, 1957, a collective agreement was entered into between the company and Local 331 applying to the employees in the unit as defined in the Board's order, to remain in force until June 30, 1959.

While the agreement was in operation, Local 331 applied to the Board for an

order amending the order of the Board by including foremen in the bargaining unit and by excluding the classification of tippie boss.

The Board considered oral representations made by representatives of both parties, the testimony of witnesses and the written submission made by the company. As a result of this inquiry the Board issued an order, dated March 11 and 12, 1958, by which the previous order of the Board was amended by including foremen in the bargaining unit and by adding to the exclusions the classification of tippie foreman and pit boss.

The company applied to the Court to quash the new order of the Board on the grounds that the Board had no jurisdiction to make the order; that it was contrary to the spirit and intention of the Trade Union Act, and contrary to the principles of natural justice; and that the effect of the order was to nullify and render inoperative the collective bargaining agreement between the Union and the company.

Mr. Justice Doiron rejected the company's submission that the order was contrary to the Saskatchewan Trade Union Act and to the principles of natural justice. He drew attention to the definition of "employee" in the Trade Union Act, which reads:

S. 2 (5). "Employee" means any person in the employment of an employer, except any person having and regularly exercising authority to employ or discharge employees or regularly acting on behalf of management in a confidential capacity, and includes any person on strike or locked out in a current labour dispute who has not secured permanent employment elsewhere.

He noted that in the affidavits of the foremen as well as of the general manager of the Company there was no assertion that these foremen had the right to employ or discharge employees or regularly act on behalf of management in a confidential capacity.

This section, prepared by the Legislation Branch reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

As to the argument that the order was contrary to the principles of natural justice, Mr. Justice Doiron noted that the company was given full opportunity to adduce evidence and to argue the case.

However, the Court accepted the company's submission that the effect of the order was to nullify and render inoperative a collective bargaining agreement which was still in operation.

The Union argued that the order did not affect the existence of the agreement because the agreement regulated the terms and conditions of employment of all employees except foremen. All that the Board's order did was to put on the company the obligation, thereafter—that it is from the date of the order—to bargain collectively with respect to foremen, and that the agreement remained in full force and effect without impairment of any sort.

Mr. Justice Doiron rejected the Union's argument in this respect. On the other hand there was no doubt in his mind that the Board had jurisdiction to make the present order had it been made before the agreement was signed. In his opinion these foremen were "employees" under the Act.

As the order was made after the agreement was signed, it encroached on Section 26 of the Act, which reads:

(1) Except as hereinafter provided, every collective bargaining agreement, whether heretofore or hereafter entered into, shall, notwithstanding anything contained therein, remain in force for a period of one year from its effective date and thereafter from year to year.

(2) Either party to a collective bargaining agreement may, not less than thirty days nor more than sixty days before the expiry date of such agreement, give notice in writing to the other party to terminate such agreement or to negotiate a revision thereof, and thereupon, subject to subsection (3), the parties shall forthwith bargain collectively with a view to the renewal or revision of such agreement or the conclusion of a new agreement.

The Court found that the Board in issuing the order of March 11 and 12, 1958, exceeded its jurisdiction, and ruled that the order be quashed. *Western Dominion Coal Mines Ltd., and Saskatchewan Coal Miners' Union, Local 331*, C.C.H. Canadian Labour Law Reporter, p. 11,581.

Supreme Court of New Brunswick in Appeal...

...dismisses appeal against picketing injunction and rules that all picketing should be restrained

On November 14, 1958, the Supreme Court of New Brunswick in Appeal dismissed an appeal from a judgment imposing an injunction against picketing. The Court dismissed the union's submission that peaceful picketing should be allowed and ruled that under the circumstances all picketing should be restrained.

The judgment of the Court was rendered by Mr. Justice Bridges, with whom Chief Justice McNair and Mr. Justice Jones concurred.

The circumstances of the dispute described in the reasons for judgment were these. Foundation Maritime Ltd., in April 1958, entered into a contract with the Department of Public Works of Canada for the building of a Marine Agency wharf at Saint John. While the construction was in progress the representatives of the International Brotherhood of Teamsters, the International Hod Carriers', Building and Common Labourers' Union of America and the International Union of Operating Engineers, although these unions were not certified as bargaining agents, requested the company to recognize them as representing units of the company's employees.

The company was not willing to recognize the unions on the basis of a show of membership cards, and advised the union representatives to negotiate through the Saint John Builders' Exchange, an Association of employers, of which the company was a member.

As a result of the company's refusal to recognize the unions, a strike was declared on July 23, 1958. A picket line was set up and, in the opinion of the Court, the picketing went far beyond the limits of peaceful picketing and the company was entitled to an interim injunction to prevent the continued reprehensible conduct of pickets until the action could be tried.

On July 25, 1958, Mr. Justice Ritchie issued an interim injunction restraining all kinds of picketing. In another order of July 30, 1958, the injunction was confirmed until the trial of the action. The trial judge granted an injunction against all kinds of picketing for the following reasons: the strike was illegal, being in contravention of the Labour Relations Act, as none of the unions involved had been certified as bargaining agents; the object of the picketing was not to convey information but to put a stop to the company's work in order to compel recognition of the unions.

The union appealed the judgment, objecting, *inter alia*, that peaceful picketing should not have been restrained.

In his reasons for decision, Mr. Justice Bridges referred to a number of authorities which support the view of Mr. Justice Ritchie that, under circumstances shown to have existed in the dispute at bar, an injunction may be granted restraining all picketing. On the other hand, he noted that Chief Justice McRuer in *General Batteries of Canada v. Brigenshaw* (1951) 4 DLR 414, held that in the absence of any prohibition in the Ontario Labour Relations Act or a

collective agreement, employees may peacefully picket whether the strike is lawful or unlawful.

The company contended that the interlocutory injunction order, being discretionary, should not be set aside. In this respect Mr. Justice Palmer in *The Bank of Montreal v. Robertson* (1892) 31 N.B.R. 653, at p. 659 said:

It follows from such a state of the law that the granting of such an order is, and must, in the nature of things, largely be in the discretion of the judge before whom the matter comes, whose duty it is, whichever way he decides the matter, to as far as possible secure the other side from any injury that his action may inflict, in case he should ultimately turn out to be wrong. I do not say that a judge's

discretion in such a case might not be interfered with by a Court of Appeal, but it ought not to be, except for some very grave and powerful reason.

Mr. Justice Bridges also was of the opinion that the Court of Appeal should not set aside or vary an interim injunction order, unless it was apparent that such order was clearly wrong. As he was not convinced that the trial judge erred in making the order, therefore the Court of Appeal should not interfere with the order.

The Court dismissed the appeal with costs and sustained the injunction against all kinds of picketing. *Gagnon et al. and Foundation Maritime Ltd.* Can. Labour Law Reporter, p. 11,625.

Recent Regulations under Provincial Legislation

Minimum wage rates increased for employees in woodworking industry in British Columbia. Annual fair wage schedule issued for Manitoba construction industry

In British Columbia, a new order for the woodworking industry set a minimum wage of \$1 an hour for experienced employees and a range of 70 to 90 cents an hour for learners.

The new fair wage schedule for Manitoba construction workers raised minimum wage rates by an average of 10 cents an hour and reduced the work week in a few cases.

Regulations under the Alberta Gas Protection Act provide for the licensing of gasfitters.

Alberta Apprenticeship Act

Apprenticeship regulations for the electrical trade in Alberta were replaced recently by new regulations gazetted on March 31 as Alta. Reg. 94/59. Except for the provisions dealing with minimum wages, however, the requirements were unchanged.

Under the new regulations, an apprentice electrician must receive not less than 40 per cent of the prevailing journeyman's rate when not attending the prescribed technical classes. Instead of being automatic, however, increases are now contingent upon passing the years technical training. If an apprentice electrician passes his first year, he is entitled to a minimum wage of 50 per cent of a journeyman's rate, with further increases to 60 and 75 per cent after successful completion of his second and third year courses. The previous regulations provided for a minimum wage of 35 per cent of the journeyman's rate the first year, with automatic increases each year to 45, 60 and 80 per cent, respectively.

Alberta Gas Protection Act

Regulations under the Alberta Gas Protection Act providing for the certification of gasfitters and amending the safety requirements for consumer gas installations were gazetted on April 15.

Certification of Gasfitters

The regulations respecting gasfitters (Alta. Reg. 130/59) set out a procedure whereby gasfitters' certificates issued under the Tradesmen's Qualification Act will be gradually replaced by certificates under the Gas Protection Act.

In keeping with this objective, the regulations set out the same definition of gasfitter as is laid down in the regulations in the gasfitting trade issued last December under the Tradesmen's Qualification Act (Alta. Reg. 356/58). In both regulations the term "gasfitter" means any person who installs, repairs or alters any gas installation, appliance or equipment in or upon land or premises or in any fixed or mobile building or vehicle using gas for fuel. It does not apply, however, to employees of supply companies installing gas mains, service lines, meters or regulators or adjusting or servicing appliances, provided the company has an approved training program for employees engaged in this type of work.

From July 1, 1959, certificates in the gasfitting trade and renewals of existing certificates will be issued only under the Gas Protection Act. However, until April 1, 1961, a person may engage in the trade if he holds a certificate of proficiency under either the Tradesmen's Qualification Act or the Gas Protection Act or is an apprentice

gasfitter registered under the Apprenticeship Act. After that date, however, no person may work as a gasfitter unless he holds a certificate under this Act or is a registered apprentice.

The regulations further provide that after April 1, 1960, no gasfitter may obtain a permit for gas installations unless he is the holder of an annually renewable certificate under the Gas Protection Act. After April 1, 1961, no person or firm may employ any person to do gasfitting unless he has the proper certificate.

A gasfitter licensed under the Tradesmen's Qualification Act who, on or after July 1, 1959, surrenders his existing certificate will be issued a certificate under the Gas Protection Act without fee.

A person not previously licensed may qualify for a certificate by trying the first class gasfitter's examination under the Tradesmen's Qualification Act. (Regulations under this Act provide that a candidate for examination must submit testimonials from employers, superintendents or foremen showing that he has had at least three years experience in the trade.)

A candidate who passes the prescribed examination will be issued a first class gasfitter's certificate. A person who fails to obtain the required pass mark may be issued a second class restricted certificate at the discretion of the Department, following a review of his examination paper and field work.

A temporary certificate allowing the holder to work as a gasfitter but not entitling him to obtain permits may be issued to an applicant with the proper qualifications, pending completion of the first class gasfitter's examination. A special temporary certificate permitting the holder to do work on a special project is also provided for.

An identification card will be issued with every certificate, which must be produced upon request of a Departmental inspector or supervisor.

Persons or firms employing gasfitters are required to maintain an accurate record of their employees' certificates.

Standards for Safe Natural Gas

A new section setting out standards for a safe natural gas was added to the regulations governing gas installations by Alta. Reg. 129/59.

The new regulations provide that natural gas which contains more than 10 grains of hydrogen sulphide per 100 cubic feet or other objectionable material may not be supplied to consumer gas installations.

Before natural gas is supplied to or used in such installations, it must be chemically

analysed by an approved method to determine its hydrogen sulphide content.

Every natural gas installation not supplied by a distributing system holding a subsisting franchise must contain an approved odorizer and, where necessary, an adequate alcohol absorber or some other approved dehydrator and a drip with a minimum capacity of five gallons. This special equipment must be located in the manner prescribed.

In special cases, the enforcing authority may waive or alter any of these requirements on submission of a written application with supporting data.

Alberta Labour Act

The Alberta Board of Industrial Relations amended its hours of work and minimum wage order for the oil well service industry (L.G., May 1958, p. 513) to include the operation of power tongs among the services covered.

As a result, persons engaged in this operation are now permitted to work up to 208 hours in a month on a straight-time basis with overtime for all hours worked beyond this monthly limit. Employees who do not work 208 hours in the first or final month of employment are entitled to overtime for all hours worked in excess of nine in a day or 48 in a week, whichever is the greater amount.

The amendment also permits these employees to accumulate their days of rest up to a maximum of four in any period of 24 consecutive days of work.

British Columbia Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently issued an order establishing a minimum wage of \$1 an hour for employees in the woodworking industry, effective from May 4. The new order, which was gazetted on April 16 as B.C. Reg. 58/59, replaces three minimum wage orders issued in 1947, which set a minimum rate of 50 cents an hour for employees in the household furniture manufacturing, wood-working and box-making industries.

The new order covers all employees in the woodworking industry, by which is meant all operations connected with the manufacture of wooden doors and sashes, fixtures, cabinets, showcases, furniture and furnishings, general millwork and furniture factory products, boxes, box-shooks, barrels, barrel staves and heads, kegs, casks, tierces, pails and other wooden containers.

In line with the usual practice, the order provides for some variations of the \$1-an-hour minimum wage. With the permission of the Board, "learners", that is persons

with less than six weeks experience in the industry, may be paid 70 cents an hour during the first two weeks of employment, 80 cents the next two weeks and 90 cents an hour during the third two-week period, after which the full minimum rate applies. The order stipulates, however, that a learner without a written authorization from the Board must be paid at least \$1 an hour. Previously, employees in the household furniture manufacturing industry were classified as learners unless they had had at least six months experience in the industry. The 1947 orders also had provisions permitting a specified percentage of employees in any establishment to be paid less than the minimum wage.

If the Board approves, a handicapped or part-time employee may also be paid less than the prescribed minimum, the order stating that such an employee must be paid at the rate specified in the permit.

All employees must be paid time and one-half their regular rate for all hours worked in excess of eight in the day or 44 in the week. However, where hours are varied in accordance with the exceptions provided for in the Hours of Work Act, employees are not entitled to overtime until they have completed the hours so established. The Board may also vary the overtime requirements where any part of the woodworking industry has been exempted from the Hours of Work Act.

Employees in the woodworking industry must now be paid at their regular rate for the entire period spent at work in response to a call from the employer, with a minimum of two hours pay if they report for work and four hours if they commence work, subject to the usual qualifications. None of the previous orders for the woodworking industry contained a daily guarantee provision.

In line with recent practice, the order requires all employees to be given a weekly rest of 32 consecutive hours, further providing that, in exceptional cases, the Board may approve a different arrangement upon receipt of a written application from the employer and employees concerned. The previous orders for the woodworking industry made no provision for a weekly rest.

The order also contains the usual provisions respecting semi-monthly payment of wages, the posting of orders and daily shifts and the keeping of records and registers.

Manitoba Fair Wage Act

The annual fair wage schedule for Manitoba construction workers was gazetted on April 25, increasing the wage rates for most

occupations by 10 cents an hour and reducing the work week of building labourers in the Winnipeg area to 42½ hours.

As previously, the schedule is in two parts. Part I applies to private construction work costing more than \$100 in Greater Winnipeg or in any city or town with a population of 2,000 or more or in any other part of the province designated by the Lieutenant-Governor in Council, and to public construction projects authorized by the Minister of Public Works. Part II applies to public highway, road, bridge or drainage construction projects outside the city of Winnipeg.

Part I, as before, contains two sets of minimum wage rates covering 26 categories of workers. The higher or Zone "A" rates apply to public and private construction work in Winnipeg and 30-mile radius; the lower or Zone "B" rates apply to public work elsewhere in the province and to private work in centres with a population of 2,000 or more (Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas).

Minor changes were made in the classification of workers, which, as before, includes licensed tradesmen, skilled building labourers, unskilled workers, truck drivers and watchmen. A new category, reinforcing material benders and placers, was added, the rates for this occupation being \$1.75 an hour in Zone "A" and \$1.60 an hour in Zone "B". A special rate, \$1.60 an hour, is now authorized for electricians holding a limited licence.

Rates for Zone "A" now range from \$1.00 an hour for watchmen to \$2.60 an hour for bricklayers, millwrights, plasterers, stonemasons and journeymen plumbers, with the latter receiving a further increase to \$2.70 an hour effective May 27. The rates for carpenters, lathers and sheet metal workers were increased by 10 cents to \$2.40, \$2.35 and \$2.20 an hour, respectively. The minimum for skilled building labourers is now \$1.75 an hour and for general building labourers \$1.55 an hour.

The rates for a few occupations are the same as last year. The minimum for journeymen electricians remains \$2.55 an hour and, as before, rates for asbestos workers range from \$1.45 to \$2.20 an hour, depending on experience. Rates for painters and decorators again range from \$1.90 to \$2.10 an hour.

As before, the work week in Zone "A" is from 40 to 48 hours, depending on the occupation, with the majority of workers on a 40-hour week. In some cases, however, the work week has been reduced. Cement

finishers, skilled and unskilled building labourers, sewer and underground construction workers and machine rubbers now have a regular work week of 42½ hours instead of 48 hours. The work week of base machine workers has been reduced from 45 hours to 42½ hours and that of truck drivers from 48 hours to 45. Only roofers and timber and crib men working on grain elevators have a 48-hour regular work week.

In line with its usual practice, the Fair Wage Board has set lower rates for Zone "B", except in a few cases. The minimum for elevator constructors is \$2.51 an hour and for their helpers \$1.76 an hour, as in Zone "A". Bridge workers are also entitled to the same minimum as in Zone "A", \$2.50 an hour. The hourly rates for stone cutters, electricians' helpers, roofers, timber and crib men, plate glass installers and glass setters are also the same as in Zone "A". In all other cases the rates are from 5 cents to 60 cents an hour lower than in Zone "A", ranging from 95 cents an hour for watchmen to \$2.30 for journey-men electricians.

The work week in Zone "B" is 48 hours for all occupations except bridge, structural and ornamental iron workers, whose regular work week is 40 hours.

The rates for workers on public roads and bridge works (Part II) were increased by 10 cents an hour except in the case of watchmen, whose rate was raised from 90 to 95 cents an hour.

Employees covered by Part II are again permitted to work up to 120 hours in a two-week period at straight time rates, the only exception being carpenters, whose minimum wage rate of \$2.05 an hour is based on a 48-hour week.

The new rates went into effect on May 1 to remain in force until April 30, 1960.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission recently issued a renewal order extending the following orders until May 1, 1960: Order No. 3 (1957), an order providing for annual vacations with pay; Order No. 4 (1957), the general minimum wage order governing the majority of unorganized workers in the province; Order No. 39 (1958), a minimum wage order covering forestry workers; Order No. 40 (1957), an order fixing minimum wages for employees in hotels, restaurants, hospitals and nursing homes; and Order No. 41 (1958), a minimum wage order governing municipal and school corporations. The renewal order was approved by O.C. 309 (Part I) of April 8, 1959.

Sask. Labour Federation Seeks \$1.25 Minimum Wage

A minimum wage of \$1.25 an hour, and improvements in other benefits coming within the scope of Saskatchewan Minimum Wage Orders, were urged in a submission made at the beginning of this month to the Saskatchewan Minimum Wage Board by the Saskatchewan Federation of Labour (CLC).

The Federation, which represents about 25,500 members of 191 affiliated local unions and labour councils, presented statistics to show that the minimum wage in force in the province, which in 1946 had been about 58 per cent of the average weekly wage, had dropped in 1958 to only 44 per cent. To restore the 1946 ratio the minimum wage would need to be raised at least \$9, the Federation said.

The brief also stated that there is evidence to show that even in higher wage brackets employees have not received commensurate shares of the higher production per worker, comparing 1957 with 1946; and it argued that in this situation, "and for all the reasons advanced by Labour, increases in the minimum wage are required, fair and reasonable".

The Federation also asked for the elimination of the lower minimum wage for

workers under 18 years, instituted in 1957, arguing that there was no place for such a differential in minimum wage regulations. It said that the assumption implicit in the "under 18 years" differential that young workers were worth less than older ones was not universally true. It also complained that the tendency for employers to hire workers of under 18 years of age because they could pay them less was encouraged by the regulation.

The brief asked for changes in public holiday benefits, the ending of split shifts which allow a work day to be spread over 12 hours, and protection for institutional workers in the prices charged them for meals provided at the employer's option.

The Federation requested that Boxing Day be added to the present list of paid public holidays in minimum wage orders, and that changes should be made to allow employees to take one hour for meals, unless engaged in swing shifts. It complained that minimum wage inspection was inadequate owing to a shortage of inspectors, and it asked for improved statistics on labour matters.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in March was 4 per cent higher than February total but 9 per cent lower than year-earlier figure, statistics* show. Claimants at month-end down from month-earlier and year-earlier totals

The number of initial and renewal claims† for unemployment insurance benefit in March was 230,100, which was 4 per cent above the February figure of 220,900 but 9 per cent below the total for March 1958.

Claimants‡ for unemployment insurance benefit numbered 766,900 on March 31; this was 4 per cent lower than the total on February 27 and 11 per cent below that on March 31, 1958.

Seasonal benefit claimants included in these totals numbered 258,300 on March 31, an increase of 6 per cent from February 27 and of 10 per cent from the total on March 31, 1958. Regular claimants at 508,600 on March 31 were 8 per cent fewer than the month before and 19 per cent lower than on March 31, 1958.

Males constitute eight out of every ten claimants, both for seasonal and regular benefit. Male totals this season were consistently below last year's numbers, while female claimants were more numerous until March, when they fell slightly below last year's level.

Initial claims, numbering 164,000, increased by 2 per cent during March; renewals, which numbered 66,000, were

*See Tables E-1 to E-5 at back of this issue.

†The initial claims total includes claims computed under the seasonal benefit provisions, as all initial claims are computed first for regular benefit, and the renewal claims total includes claims from seasonal benefit claimants. Claimants who exhaust their regular benefit during the seasonal benefit period are not cut off from benefit. If they wish to be considered for further benefit they must file a claim in the usual manner. When there are insufficient contribution weeks to establish another regular benefit period, seasonal benefit will be granted, but not more than once during the seasonal benefit period.

‡A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, such cases are deemed to be "regular" until the results of the computation indicate otherwise.

In a comparison of current employment consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

higher by 11 per cent. The renewals can be considered to be new cases of separation from employment during the month. A substantial number of the 164,000 initial claims, however, represent claims from persons who had exhausted regular benefit, and who wished to be considered for seasonal benefit. Such cases constituted 47 per cent of the initial claims processed during March, compared with 45 per cent in February and 44 per cent in March 1958.

The average weekly rate of benefit was \$21.58 for March, \$21.56 for February and \$21.48 for March 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards have been issued to 4,868,884 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1958.

At March 31 employers registered numbered 316,455, an increase of 901 since February 28, 1959.

Enforcement Statistics

During March 1959, investigations conducted by enforcement officers across Canada numbered 5,319. Of these, 3,406 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 120 were miscellaneous investigations. The remaining 1,793 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 147 cases, 24 against employers and 123 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,031.*

Unemployment Insurance Fund

Revenue in March totalled \$14,720,282.00† compared with \$18,446,070.36 in

February and \$21,327,216.42 in March 1958. Benefits paid in March totalled \$65,868,400.00† compared with \$58,037,486.77 in February and \$72,358,172.53 in March 1958. The balance in the fund on March 31 was \$496,251,386.48†; on February 28 it was \$547,399,504.48 and on March 31, 1959 \$744,200,124.87.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB-1627, April 17, 1959

Summary of the Main Facts: The claimants are members of Local 312 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America who were employed either in the retail store of Carling Breweries Limited in Hamilton, Ont., or in the company's plant in that city and who, on August 8, 1958, lost their employment in the following circumstances:

On August 7, 1958, the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America called a strike of its members at the 270 outlets and warehouses of the Brewers' Warehousing Company Limited in the province of Ontario. As a result, Carling Breweries Limited at Hamilton were allowed by the Liquor Control Board of Ontario to sell beer direct to purchasers of beer for resale (authority holders who ordinarily would get their beer from Brewers' Warehousing Co. Ltd.).

In Hamilton, Carling Breweries Limited have a brewery where they produce only draught beer to be sold in kegs. They also operate a retail outlet at the brewery for the sale to the public of the company's bottled beer, the supply for this outlet being provided from the Waterloo and Windsor plants of the company.

On August 8, 1958, at 10.00 a.m., a hotel keeper arrived at the Carling plant to purchase 40 kegs of beer. The company foreman made out his order and instructed his men to run the 40 kegs out of cold storage on to the loading dock. The men refused to do this work and were suspended.

Upon learning of this suspension, the president of the union local, who is one of the claimants, that same day told the customers direct at the retail store where he was employed: "The company has

suspended one of our members and we cannot serve you until he has been reinstated." As the employees of the retail store refused to serve any more customers, they were suspended and the store was closed.

The operations of the brewery were also brought to a standstill and only five engineers and three warehousemen remained at work, by arrangement with the union, so that the beer would not spoil.

While the stoppage of work was in effect at the Carling plant, these claimants received strike pay from the International Union and served on picket lines.

The claimants, who had filed applications for benefit, were disqualified by the insurance officer from the receipt thereof as from August 10, 1958, because, in his opinion, they had lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed, the said disqualification to continue for the duration of the stoppage (section 63 of the Act).

The president of the union local appealed to a board of referees on behalf of all the claimants interested in the present case, including himself, and stated in part:

On August 7, 1958, the Brewers Warehousing Union went on strike against the Brewers Warehousing Company Limited. The following day August 8, the L.C.B.O. changed its regulations allowing licence holders to pick up their own supplies of beer at brewery outlets. Until this time hotel deliveries had been made by members of the Brewers Warehousing Union and now that the Brewers Warehousing Union were on strike Carling Brewery tried to force us into a position of becoming strike-breakers. Had we loaded those hotel trucks, we would be regarded by our Union as members "not in good standing". Our collective agreement between our Local Union and Carling Breweries reads in part, "Each member of the bargaining unit shall be a member in good standing of Brewery Workers Local Union No. 312". When we were asked to load the hotel trucks by the company, we had two choices, (1) we could

*These do not necessarily relate to the investigations conducted during this period.

†All figures for March 1959 are subject to revision.

load and be suspended by the Union in which case we could not work in Carlings; (2) we could refuse to load and be suspended by the company, in which case we could not work in Carlings. Having very little to choose from and knowing that, whichever course we took that we would be rendered unemployed, we chose the latter course and got suspended by Carlings. I might point out again that this work which we were asked to perform on this morning (August 8) was always performed and is presently being performed by members of the Brewers Warehousing Union.

The board of referees heard the case in Toronto on November 6, 1958, and on November 27, 1958. In his testimony before the board, the Personnel Manager of the company stated that the company's brewery in Hamilton produces only draught beer which is sold in kegs to authority holders only and that had the workers continued to work at the brewery, the company could have continued to operate the brewery to full capacity, as the demand for keg beer did not go through the Brewers' Warehousing retail stores, whose employees were on strike. The board, after summing up all the evidence, both written and oral, held, by a majority decision, that the employees of the brewery had participated in a labour dispute that caused the stoppage of work in the brewery in that, had they desired to continue to work, there would not have been a stoppage of work in the brewery, which could have continued to manufacture and ship keg beer. The majority members of the board, therefore, maintained the disqualification imposed by the insurance officer on these claimants. The dissenting member of the board expressed the opinion that had the claimants loaded the trucks, which work was normally performed by members of the Brewers' Warehousing Union, they would automatically have been suspended by the Union and as a result they might have lost their jobs.

In addition, the board also held that claimants who were employed at the company's retail store in Hamilton had lost their employment because of a stoppage of work for which they were not responsible in that the stoppage in the retail store "was due to the fact that it was impossible to secure supplies". The board, therefore, removed the disqualification which had been imposed by the insurance officer on these claimants. The board explained:

In the case of Mr. X..... and the other permanent employees of the Carling's Brewery Retail Store on the premises, they refused to continue to work at their job of dispensing and handling bottled beer because the employees of the brewery proper were suspended for refusing to load private trucks. This caused a stoppage of work in the Retail Store. However, Mr. Wilkins stated that no bottled beer was manufactured in Carling's Brewery in Hamilton so that the Retail Store on their

premises was supplied with bottled beer from Carling's Brewery in Montreal, Carling's Brewery in Waterloo, Ontario, and Carling's Brewery in Windsor, Ontario.

The Government had refused to allow beer to be imported directly from outside the province by an individual or an authority holder, therefore the Carling's Retail Store in Hamilton could not secure beer from Montreal.

The Carling's Brewery employees in Waterloo were on strike and that brewery was shut down so beer could not be brought in from there. Carling's Brewery in Windsor was shut down because of lack of outlet so beer could not be brought in from there. Therefore except for the limited time that it would take to sell the stock on hand in the Carling's Retail Store in Hamilton on August 9, this retail store could not have continued to operate even if the employees had been willing to work.

From the decision rendered by the board of referees in respect of the claimants who had been employed in the company's brewery in Hamilton, the interested Union appealed to the Umpire, whereas the insurance officer appealed to the Umpire from the board's decision in respect to the claimants who had been employed in the company's retail store.

In addition to its appeal, the interested Union requested an oral hearing before the Umpire, which was held in Toronto on March 12, 1959. The claimants were represented by Mr. A. Andras, Director of Legislation, Canadian Labour Congress, and the insurance officer by G. Kieffer of the Unemployment Insurance Commission. A. F. Wilkins and B. D. Orr, Personnel Manager and Acting Manager, respectively, of Carling Breweries Ltd., were also present.

Considerations and Conclusions: The record shows that on August 8, 1958, there was work available to the claimants at the premises at which they were employed and that all the work at these premises effectively ceased as a result of the claimants' refusal to do the work as and when ordered by their employer. Consequently, the claimants must be said to have lost their employment by reason of a stoppage of work within the meaning of section 63 (1) of the Act.

The record shows also that the above stoppage was attributable to a labour dispute at the premises at which the claimants were employed. After some employees had refused to handle the beer as directed, the employer responded by suspending them and the employees at the retail outlet retaliated by refusing to serve the customers. All these incidents constitute sufficient evidence that a dispute existed between the employer and his employees.

The evidence further shows that these incidents were attributable to the employer's request that beer kegs be moved out of cold storage for delivery and the

employees' refusal to do so. The work involved was a normal part of the duties of the employees concerned and as such a condition of their employment. Hence, the dispute was a labour dispute within the meaning and intent of section 2(j) of the Act, which reads: "Labour dispute" means any dispute between employers and employees, or between employees and employees, that is connected with the employment or non-employment, or the terms or conditions of employment, of any persons". A disqualification must then be imposed under section 63 (1) of the Act unless the claimants can show that they have discharged the onus of proving their entitlement to relief from disqualification in virtue of subsection (2).

In this regard, the record shows that the employees who refused to handle the keg beer were directly interested in the labour dispute in that it was actually concerned with their own conditions of employment, and furthermore that the employees who refused to serve the customers at the retail outlet became, by reason of their refusal, participants in the said dispute in that the intended purpose of their sympathetic gesture obviously was to add weight to the stand taken by those who had refused to handle the keg beer.

It has been submitted that the protection afforded by section 61 of the Act should have been extended to the present claimants, as the lawful rules of their union made it a sufficient cause for expulsion if they should break an authorized strike and they considered the handling of the keg beer as directed constituted a breach of the pertinent rule of their constitution.

There is no evidence on record regarding any specific union rule, whether lawful or otherwise, the existence of which was the only reason for the claimants' failure to continue with their work. Even more important there is no evidence that the existing situation is one contemplated by section 61.

Section 61 is an exception designed to provide relief in certain specific instances from disqualifications imposed for the pur-

poses of the Act. As such it has always been restrictively interpreted whenever a labour dispute exists regardless of the cause giving rise to such a dispute (CUBs 190, 287, 762). This is so well established that it was not so much as contended that section 61 afforded any relief even when the dispute arose because of the introduction of a union into an employer's establishment (CUBs 751, 1446, 1447 and 1448).

The basis for such interpretation is that, for section 61 to apply, the legal relationship between an employer and an employee must have been completely severed and it is generally established that "a strike or a lockout does not, in itself, break a contract of service" (CUB-1050), inasmuch as in "a stoppage of work due to a labour dispute, there is no final separation contemplated" (CUB-760). *A fortiori* must this be considered to be true in a case like the present one where the evidence, particularly in its constant references to a suspension, tends to indicate that the claimants' contract of service was not broken and that theirs was not a final separation from employment. Accordingly, it is not seen how section 61 could be invoked by the claimants.

As the claimants involved in these appeals have failed to prove their entitlement to relief from disqualification, they are disqualified from receiving benefit under section 63 (1) of the Act, such disqualification to last until the termination of the stoppage of work, i.e., until the date preceding that on which a substantial resumption of work was ruled to have taken place. To come to a different conclusion with respect to the duration of the disqualification would be "to engage in speculations and to act on presumptions" (CUB-981). The evidence which has been produced is not conclusive enough to allow me to find that the work which was on hand at the plant on August 8, 1958 ceased to be available at any time prior to the actual date of resumption for a reason other than the labour dispute.

The appeal of the insurance officer is allowed and the appeal of the Union is dismissed.

Emergency Jobless Benefits In U.S. Extended until June 30

Emergency unemployment benefits in the United States have been extended to June 30. They were to have expired on March 31.

Like the original extension of unemployment benefits, the new act extends federal benefits to persons who have exhausted regular state compensation, provided that the state is willing to accept a federal loan or to increase tax rates on employers to finance the extension.

At present 17 states are participating fully in the emergency extension and others are participating in part.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 318 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 180 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (March Report)	73	\$ 308,388.00
Defence Production (April Report)	78	125,475.00
Post Office	9	88,010.30
R.C.M.P.	15	76,436.27

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of \$11,038.62 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 434 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Fort Vermilion Alta: Poole Construction Co Ltd, construction of water supply & sewage disposal system, Experimental Farm.

Central Mortgage and Housing Corporation

Halifax N S: Standard Paving Maritime Ltd, *brush cuttings, vacant land. *Ottawa Ont:* Dibble Construction Co Ltd, *installation of asphalt sidewalk & paving, Strathcona Heights. *Belmont Park B C:* Hume & Rumble Ltd, construction of electrical distribution system (DND 5/58). *Chilliwack B C:* Smith Bros & Wilson Ltd, construction of houses (DND 6/58). *Comox B C:* Harrison & Longland, construction of school extension (DND 5/58). *Matsqui B C:* V B Johnson, *site improvement & planting (DND 1/58). *Victoria B C:* Balmoral Cabinet Works, *supply & installation of counter tops in rental units, Veterans Projects 6, 6A & 7.

Department of Citizenship and Immigration

Portage la Prairie Indian Agency Man: Bird Construction Co Ltd, washroom & toilet room alterations, Birtle IRS. *Blood Indian Agency Alta:* Town & Country Construction, construction of house, Blood Indian Reserve. *Hobbema Indian Agency Alta:* M S Gee, delivery of gravel for houses on Louis Bull, Samson & Ermineskin Reserves. *Lesser Slave Lake Indian Agency Alta:* R R Cunningham Construction, construction of houses, Horse Lakes Indian Reserve; Valleyview General Store, construction of houses, Sturgeon Lake Indian Reserve.

Defence Construction (1951) Limited

Torbay Nfld: Trynor Construction Co Ltd, construction of access road, RCAF Station. *Cornwallis N S:* The Ellis Don Ltd, remodelling of three accommodation blocks & mess hall bldg No 35-1, HMCS "Cornwallis". *Dartmouth N S:* Dominion Structural Steel Ltd, supply, fabrication & erection of structural steel for Supply Bldg. *Halifax N S:* Green's Economiser Ltd, supply & installation of economiser on boilers, South Central Heating Plant, HMC Dockyard; Universal Electric, installation of electrical services to Jetty No 2 Extension, HMC Dockyard. *Mount Uniacke N S:* Annapolis Valley Construction Ltd, construction of unit receiver bldg & command transmitter bldg, with outside services, RCAF Station. *Osborne Head N S:* A L Parelman Ltd, repairs to roof of gunnery range bldg. *Chatham N B:* McLaughlin Construction Co Ltd, construction of water supply main & booster station, RCAF Station. *Barriefield Ont:* Vandermeer & Mast, grounds improvement. *Cobourg Ont:* Cobourg Construction Co Ltd, supply & installation of sewer pipe. *Hamilton Ont:* Clairson Construction Co Ltd, supply & installation of fire protection system, HMCS "Star". *Meaford Ont:* Ball Bros Ltd, construction of tank firing range. *Ottawa Ont:* Edge Ltd, alterations to fire protection systems, Beaver Barracks &

bldgs No 1 & No 7, Victoria Island. *Trenton Ont*: J Becker Inc; installation of underground steam distribution system, RCAF Station; Niagara Structural Steel Ltd, supply & erection of structural steel for cantilever hangar, RCAF Station. *Uplands Ont*: Marley Canadian Ltd, *installation of cooling tower for Air Supply Plant of High Speed Wind Tunnel, NAE. *Winnipeg Man*: Grinnell Co of Canada Ltd, installation of extension to existing sprinkler system, HMCS "Chippawa". *Calgary Alta*: Bennet & White (Alberta) Ltd, construction of combined officers' mess & quarters, bldg B7, including outside services, Sarcee Camp. *Namao Alta*: W C Wells Construction Co Ltd, supply, erection & finishing of prefabricated steel bldg for standard combined UHF transmitter & receiver control tower, RCAF Station.

Building and Maintenance

Halifax N S: Standard Paving Maritime Ltd, rebuilding & resurfacing parade square, Windsor Park. *Quebec Que*: Eug Premont & Fils Enr, copper reroofing of East Wing, Grand Allee Armoury. *Barriefield Ont*: AlSCO Products of Canada Ltd, supply & installation of aluminum combination storm/screen doors, Fort Henry Heights; Cardinal Painting & Decorating Co Ltd, exterior painting of PMQ's. *Camp Borden Ont*: Toronto Painting Contractors Ltd, exterior painting of bldgs; F W Hill & Co, interior painting of bldgs. *Clinton Ont*: E Hatcher & Son, interior painting of various bldgs, RCAF Station; C A McDowell & Co, replacement of floor, bldg No 11, RCAF Station. *Trenton Ont*: Black & McDonald Ltd, installation of commercial power supply to GCA hardstand, RCAF Station. *Camp Shilo Man*: Cobbe's Plumbing & Heating Ltd, heating renovations to Bldg L25; Cobbe's Plumbing & Heating Ltd, replacement of furnaces. *Fort Churchill Man*: Canadian Comstock Co Ltd, improvements to fire alarm system.

Department of Defence Production

Buckmaster's Field Nfld: Mrs Annie Manderson, catering. *Greenwood N S*: G W Sampson, interior painting of PMQ's, RCAF Station. *Halifax N S*: R P Carey Ltd, construction of POL bulk storage bldg, Willow Park; Standard Construction Co Ltd, renovation of Bldg D14, HMC Dockyard. *McNabs Island N S*: Quemar Co Ltd, construction of theodolite huts, renovation of Fort Hugonins & installation of electrical equipment. *Chatham N B*: Wm J Kerr Ltd, erection of antenna masts & equipment, RCAF Station. *Montreal Que*: Anglin-Norcross (Quebec) Ltd, renovation of heating system, DND property. *Falconbridge Ont*: Antoine Interior Decorating, interior painting & finishing of floors in PMQ's, RCAF Station. *Kingston Ont*: Eaton Construction Co, acoustical treatment & painting of bldg, DND property, Barriefield. *Ottawa Ont*: H J McFarland Construction Co Ltd, repair of vehicle proving grounds, DND area. *Shilo Man*: D E Wright & Co, exterior painting of 20 bldgs, Military Camp. *Winnipeg Man*: Claydon Co Ltd, renovation of Return Stores Bldg, Fort Osborne Barracks. *Regina Sask*: A Larsen, repointing & repairing of exterior brickwork & copings of DND bldg. *Calgary Alta*: Pioneer Paving Ltd, *construction of hard surface asphalt road, Currie Barracks.

National Harbours Board

Chicoutimi Que: J R Theberge Ltd, construction of underwater oil pipeline. *Vancouver B C*: Acme Plumbing & Heating Co Ltd, installation of water services, Centennial Pier; Northwest Contracting & Bulldozing Co Ltd, construction of roadway from Dunlevy Ave to Heatley Ave.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Geo A Samson, plumbing & electrical work for laundry & comfort stations at Cheticamp; Wm Matheson, *construction of electrical distribution system & house wiring at Park Headquarters. *Fundy National Park N B*: W R McLaughlin, construction of laundry & comfort stations; Star Electric Services Ltd, installation of underground electrical distribution system, Cabin & Motel Development. *Elk Island National Park Alta*: Nadon Paving Ltd, spraying of asphalt on certain sections of streets & roads. *Rankin Inlet N W T*: Hudson Bay Plumbing Co Ltd, installation of heating & plumbing in departmental bldgs.

Department of Public Works

Clarke's Head (Gander Bay) Nfld: Babb Construction Ltd, construction of wharf. *Harbour Main Nfld*: Benson Builders Ltd, wharf reconstruction. *Marystown Nfld*: Wm A Trask Ltd, construction of federal bldg. *Beach Point P E I*: R A Douglas Ltd, wharf repairs. *Charlottetown P E I*: M F Schurman Co Ltd, replacement of West transit shed on Railway Wharf. *Georgetown P E I*: County Construction Co Ltd, repairs, Queen's

Wharf. *Souris East P E I*: County Construction Co Ltd, construction of federal bldg. *Cripple Creek N S*: Lively Construction Ltd, construction of talus. *Eastern Passage N S*: Cyril J Feeney, breakwater reconstruction. *Guysboro N S*: Albert E Whidden, construction of RCMP detachment quarters. *Havre Boucher N S*: D J Grant & M C Campbell, wharf repairs. *New Campbellton (Kelly's Cove) N S*: Stanley Reid, wharf reconstruction. *Port La Tour N S*: Rodney Contractors Ltd, wharf reconstruction. *Port Maitland N S*: T C Gorman (Nova Scotia) Ltd, repairs to detached breakwater. *Weymouth North N S*: B & M Comeau Construction Co Ltd, road improvements. *Ingall's Head N B*: Modern Construction Ltd, harbour improvements. *Newcastle N B*: Leo LeBlanc, wharf repairs. *Chapais Que*: Jolicoeur & Ste Croix Ltd, construction of post office. *Chibougamau Que*: Lamothe Construction Co Ltd, construction of post office. *Cookshire Que*: Wm Lavallee Construction Ltd, alterations to screenline & improvement to Post Office area in Federal Bldg. *Hull Que*: Canadian Comstock Co Ltd, revisions to boiler room equipment, National Printing Bureau. *Ile a Michon Que*: Wilfrid Verreault, construction of wharf. *Maskinonge Que*: Louiseville Construction Ltd, repairs to cribwork protection. *Montreal Que*: Leonard J Weber Construction Co, construction of Trade & Commerce Bldg; McGill Window Cleaning Co, cleaning windows of federal bldgs & bldgs under lease. *Quebec Que*: Modern Building Cleaning Service of Canada Ltd, cleaning interior of Champlain Harbour Station, Wolfe's Cove. *Ste Anne de Sorel Que*: Danis Construction Inc, reconstruction of protection wall. *St Romuald D'Etchemin Que*: Fernand & Holland Couillard, construction of protection walls (Filtration plant). *Aylmer Ont*: John K McAllister, renovations to Post Office space in federal bldg. *Barrie Ont*: McNamara Construction Co Ltd, wharf extension. *Oshawa Ont*: Dravo Construction Ltd, construction of UIC Bldg. *Ottawa Ont*: Ron Construction Co Ltd, repairs, etc. to No 3 Temporary Bldg; A Bruce Benson Ltd, removal & construction of partitions, acoustical installation, etc. Science Service Bldg, CEF; H K Phillips, alterations & additions to cold storage laboratory, Horticulture Bldg, CEF; Rene Goulet Construction Co, supply & installation of partitions & related work, Bankall Bldg, 102 Bank St. *Ottawa Ont & Hull Que*: Quebec Window Cleaners Co Ltd, cleaning windows of federal bldgs & bldgs under lease. *Perch Creek (Cow Creek) Ont*: Ontario Marine & Dredging Ltd, construction of training walls & dredging. *Preston Ont*: Dunker Construction Ltd, construction of federal bldg. *Tobermory Ont*: Dean Construction Co Ltd, repairs to piers. *Warton Ont*: Ruliff Grass Construction Co Ltd, wharf construction. *Dauphin Man*: Freiheit Construction Ltd, construction of RCMP married quarters. *Emerson Man*: F W Sawatzky Ltd, construction of highway office bldg. *Gimli Man*: Nelson River Construction Ltd, wharf extension. *Winnipeg Man*: Modern Building Cleaning Services of Canada Ltd, cleaning interior of new General Post Office bldg; Henry J Funk, renovations to fifth & sixth floors, Commercial Bldg. *Regina Sask*: Bird Construction Co Ltd, construction of two superintendents' residences for RCMP; Poole Construction Co Ltd, addition of implement shed to feed storage bldg for RCMP; Smith Bros & Wilson Ltd, repairs to exterior stone work, Motherwell Bldg. *Wapella Sask*: F A France Construction Ltd, construction of post office bldg. *Banff National Park Alta*: Blaine Construction Ltd, bituminous stabilized base course, Mile 22 to Mile 36, Banff-Jasper Highway; Standard Gravel & Surfacing of Canada Ltd, bituminous stabilized base course, Mile 36 to Mile 49, Banff-Jasper Highway. *Calgary Alta*: Park & Derochie Co Ltd, interior painting of first & third floors, Customs Bldg. *Jasper National Park Alta*: W C Arnett & Co Ltd, grading, culverts, base course & road mix, Mile 85.8 to Mile 96.7, Banff-Jasper Highway. *Campbell River B C*: Wakeman & Trimble Contractors Ltd, harbour improvements (breakwater). *Cranbrook B C*: A E Jones Co Ltd, extension to mail lobby, federal bldg. *Esquimalt B C*: Mawson Gage Ltd, installation of flood lighting system, parking lot, Drydock. *Kootenay National Park B C*: Dawson Wade & Co Ltd, construction of bituminous stabilized base course, Mile 18 to Mile 32, Banff-Windermere Hwy. *Port Simpson B C*: Skeena River Pile Driving Co, wharf repairs. *Victoria B C*: Luney Bros & Hamilton Ltd, alterations to third floor for Dept of Defence Production & National Film Board, Customs Bldg; Luney Bros & Hamilton Ltd, alterations to third floor for Dept of National Health & Welfare, Customs Bldg. *Near Fort Rae N W T*: McNamara Ltd, construction of bridge over Frank's Channel. *Whitehorse Y T*: Dawson & Hall Ltd, construction of Protestant hostel, R C hostel, principal's residence & staff residence; John A MacIsaac Construction Co Ltd, extension of sewer & water services, Indian Hostels.

Contracts Containing the General Fair Wages Clause

Calvert Nfld: Avalon Dredging Ltd, dredging. *St John's Nfld*: E F Barnes Ltd, repairs afloat to Dredge No 20. *Gabarus N S*: R S Allen Ltd, dredging. *Middle East Publico N S*: Mosher & Rawding Ltd, dredging. *Campbellton N B*: J P Porter Co Ltd,

dredging. *St Andrews N B*: D B Rigby, installation of new postal screenline & partitions, federal bldg. *Saint John N B*: Vincent Construction Co Ltd, alterations to Old Post Office bldg. *Gaspé (Paddy Shoals) Que*: Verreault Navigation Inc, dredging. *Montreal Que*: Automatic Venetian Blind Laundry Ltd, cleaning of venetian blinds in various bldgs; Bucci Asphalt Tile Reg'd, repairs to canteen floor, 1631 Delorimier St. *Quebec Que*: L P Racine, demolition of St Charles Hospice. *Riviere du Loup Que*: Coastal Dredging Ltd, dredging. *Rock Island Que*: Charest Electric Ltd, electrical alterations, federal bldg. *Trois Pistoles Que*: Omer Lachance, installation of lock boxes, Post Office. *Val D'Or Que*: Val D'Or Construction Co, repairs to folding doors, federal bldg. *Aurora Ont*: T K Fice, lighting improvements, federal bldg. *Chesley Ont*: E Witzke, electrical alterations, federal bldg. *Fort William Ont*: J P Porter Co Ltd, dredging, Westfort Turning Basin; J P Porter Co Ltd, dredging, Kaministikwia River. *Hamilton Ont*: J P Porter Co Ltd, dredging, Strathearne Ave. *Oshawa Ont*: McNamara Construction Co Ltd, dredging. *Ottawa Ont*: Sandyhill Hardware, redecoration of various areas in Supreme Court Bldg; Able Construction Co, erection of partitions, Supreme Court garage; Alfred Grodde Ltd, interior redecoration, Dept of Mines & Technical Surveys Bldg, Lydia St; Jas Patterson & Son, alterations for canteen accommodation, Testing Laboratory, Riverside Drive; Dominion Electric Protection Co, installation of fire alarm system, 255 Argyle St; Presley Painters & Decorating Co Ltd, redecoration of corridors, Food & Drug Laboratory, Tunney's Pasture; Rideau Aluminum & Steels Ltd, supply & installation of stainless steel shelving, Dominion Bureau of Statistics, Tunney's Pasture; A G Reed, supply & installation of buzzer system, Trade & Commerce Bldg, Wellington St., Stradivick (Ottawa) Ltd, installation of linoleum covering, Centre Block, Parliament Hill; The B Phillip Co Ltd, repointing & resetting of stone on towers, House of Commons, Parliament Hill; A Bruce Benson Ltd, renovations to various rooms, CEF; Moe Koffman, construction of concrete fire wall, CEF; Archie McWade, alterations to various rooms, No 4 Temporary Bldg; Roland Lariviere Ltd, repointing brick & stonework, Norlite Bldg; G R Hemming, electrical rewiring of basement canteen, Langevin Bldg; Lavoie Construction Reg'd, supply & installation of partitions, "C", Bldg, Cartier Square; Capital Tile & Flooring Ltd, repair & renewal of linoleum & tiles, "A", "B" & "C" Bldgs, Cartier Square; Presley Painting & Decorating Co Ltd, redecoration of third floor area, Daly Bldg; Doran Construction Co Ltd, general alterations, Vimy Bldg. *Gull Lake Sask*: Rettinger Construction Co Ltd, alterations for storage space, federal bldg. *Edmonton Alta*: C W Carry Ltd, construction & installation of new stern spud & spud well for Dredge No 251. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd, dredging; Fraser River Dredging Co Ltd, dredging; Scuffler Dredge Co Ltd, dredging. *Osoyoos B C*: H B Munro Ltd, general repairs, Immigration Bldg. *Tofino B C*: Clayoquot Pile Driving & Construction Co Ltd, dredging. *Vancouver B C*: J T Devlin Co Ltd, general repairs, Alvin Bldg; B C Marine Engineers & Shipbuilders Ltd, overhauling of Dredge PWD No 303. *North Vancouver B C*: Burrard Drydock Co Ltd, overhauling of Dredge No 322.

Department of Transport

St John's Nfld: R O March, alterations to Terminal Bldg, Airport. *Dartmouth N S*: Bryant Electric Co Ltd, airport lighting & power facilities, HMCS "Shearwater". *Cartierville Que*: Lewis Bros Asphalt Paving Ltd, airport drainage improvements. *Father Point Que*: Adrien Berube, construction of remote receiver bldg. *Quebec Que*: Beudet & Fils Enr, construction of radio beacon bldg & related works. *Vermilion Alta*: New West Construction Co Ltd, construction of VHF omnirange bldg & related work. *Castlegar B C*: Oglow Bros Bldg & Supply Co Ltd, construction of fan marker bldg. *Vancouver B C*: Christian & Allen Ltd, additional development (dyke roads & drainage), Airport.

Labour Income in First Quarter Up 7 Per Cent from Year Ago

Canadian labour income—wages, salaries and supplementary labour income—totalled an estimated \$4,098,000,000 in the first quarter this year, the Dominion Bureau of Statistics reported last month.

This was an increase of 7 per cent over last year's first-quarter total of \$3,828,100,000.

The 1959 figure includes retroactive wage payments of about \$12 million made in January to non-operating railway employees.

Labour income in March 1959 totalled an estimated \$1,373,500,000, compared with \$1,361,500,000 in February and \$1,283,200,000 in March 1958.

On a seasonally adjusted basis, March labour income amounted to \$1,425,300,000, up 1 per cent from February's \$1,411,700,000.

PRICES AND THE COST OF LIVING

Consumer Price Index, May 1959

Canada's consumer price index (1949=100) edged up 0.2 per cent between April and May, moving from 125.4 to 125.6. This follows five months of fractional declines totalling 0.7 per cent, which were mostly seasonal, recorded between November 1958 and April 1959. The current index stands 0.4 per cent above the May 1958 index of 125.1*.

The latest movement was due to increases of 0.9 per cent in the other commodities and services index and 0.4 per cent in the shelter index, which were partially offset by a decrease of 0.7 per cent in the food index. The clothing index gained fractionally, while the household operation index moved down slightly.

The other commodities and services index rose from 133.7 to 134.9 as higher prices were reported for cigarettes, cigarette tobacco, liquor, men's haircuts, women's hairdressing, automobile tires, and theatre admissions. Some of these price changes reflected recent federal tax increases. Gasoline prices were down sharply as price wars occurred in a number of Ontario cities.

The shelter index increased from 140.5 to 141.0; the rent component was unchanged but home-ownership was higher.

The decrease in the food index from 119.3 to 118.5 reflected further declines in beef and slightly lower prices for coffee, eggs, sugar, lard, and some pork cuts. Fresh fruits and vegetables, particularly potatoes, were higher.

The clothing index increased 0.1 per cent from 109.6 to 109.7 as men's and women's footwear showed some price increases; other price changes were generally limited to items up from previous sale price levels.

The household operation index was down a fractional 0.1 per cent from 122.6 to 122.5 as seasonal decreases in coal prices more than balanced some price increases in textiles, utensils and equipment and household supplies.

Group indexes one year earlier (May 1958) were: food 122.7, shelter 137.9, clothing 110.0, household operation 120.7, and other commodities and services 130.6.

City Consumer Price Indexes, April 1959

Consumer price indexes (1949=100) declined in six of the ten regional cities between the beginning of March and April 1959, with a decrease of 0.5 per cent in Montreal being the largest*. Indexes in the other four regional cities registered increases ranging up to 0.4 per cent in St. John's.

Food indexes were lower in eight of the ten regional cities, unchanged in Vancouver, with only the index for St. John's recording a rise, of 0.5 per cent. Beef, pork, lamb and chicken were generally lower and coffee, sugar, bananas and fresh tomatoes also declined slightly in a number of cities. Prices were higher in most regions for eggs, some canned fruit and fresh vegetables.

Shelter indexes showed mixed results: four indexes were up, five decreased, and the Montreal index was unchanged. In clothing, five regional indexes were higher, four remained unchanged at March levels while the Toronto index declined a fractional 0.1 per cent.

The household operation indexes, reflecting mainly the effect of new 1959 appliance prices compared with year-end prices on 1958 models, were up in all ten regional cities. The other commodities and services group indexes were higher in eight of the ten index cities and unchanged in the remaining two. Increases in doctors' and dentists' fees as well as higher premiums for prepaid health care were mainly responsible for these movements. Gasoline prices were down in a number of cities. Haircuts increased in Winnipeg.

Regional consumer price index point changes between March and April were as follows: Montreal -0.6 to 125.6; Toronto -0.3 to 127.9; Saint John -0.2 to 126.8; Saskatoon-Regina -0.2 to 121.9; Edmonton-Calgary -0.2 to 122.0; Ottawa -0.1 to 125.8; St. John's +0.5 to 113.9†; Halifax +0.1 to 125.1; Winnipeg +0.1 to 122.7; Vancouver +0.1 to 127.1.

Wholesale Price Index, April 1959

Canada's general wholesale price index (1935-39=100) rose 0.2 per cent between March and April, to 231.2 from 230.8.

* See Table F-2 at back of book.

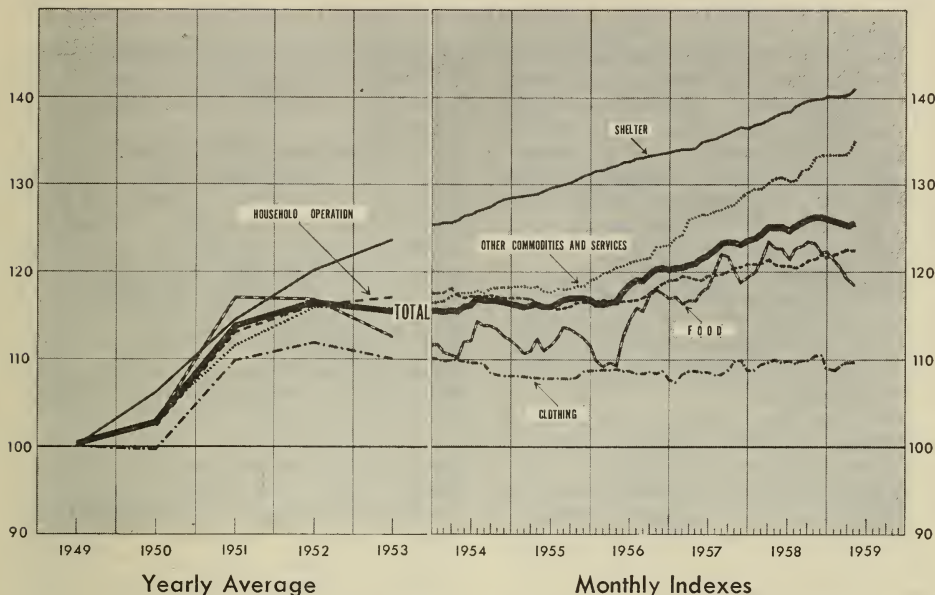
† On base June 1951=100.

* See Table F-1 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



and was 1.4 per cent above last year's April index of 228.1. Indexes were higher for five of the major groups, lower in two and unchanged in one.

The textile products index moved up 0.9 per cent to 228.4 from 226.4, the animal products group index rose 0.7 per cent to 255.8 from 254.0, and minor advances occurred in the indexes for vegetable products (0.2 per cent), chemical products (0.4 per cent), and iron and its products (0.1 per cent).

The non-metallic mineral products index moved down 1.0 per cent to 187.3 from 189.1. The non-ferrous metals group index declined 0.6 per cent to 175.2 from 176.2.

The wood products index was unchanged at 304.2.

The index of Canadian farm products prices (1935-39=100) between March and April moved up from 212.4 to 213.7. This reflected increases in the field products index, from 155.4 to 156.4, and in the animal products index from 269.5 to 271.0.

The eastern total index increased from 228.0 to 230.0 and the western total from 196.8 to 197.4.

The residential building materials price index (1949=100) rose 0.2 per cent between March and April, from 129.8 to 130.1. The non-residential building materials price index increased 0.3 per cent, from 131.7 to 132.1.

U.S. Consumer Price Index, April 1959

Rising 0.2 per cent between mid-March and mid-April, the United States consumer price index (1947-49=100) climbed again to the all-time high of 123.9 that was reached twice in 1958, in July and November. The index for mid-March was 123.7 and for mid-April 1958 it was 123.5.

Five of the eight group indexes moved higher and two were unchanged. Only food prices declined. The rise in the index was traceable in part to new and increased taxes, higher automobile insurance rates, and rising rents.

U.K. Index of Retail Prices, March 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) was unchanged at 110.3 between mid-February and mid-March. The figure for March last year was 108.4.

There have been a number of changes in methods of constructing the index to meet changing circumstances. Information about proprietary foods is now collected from a sample of retailers so as to take account of sales of goods below manufacturers' recommended list prices. As a result of the Rent Act, information is now collected about the rents of 6,000 privately-owned dwellings, compared with 2,200 previously. Since price control of coal and coke ended in July, sampling has been used instead of the Ministry's list of maximum prices.

Canadian Labour Papers on Microfilm

Available in Department of Labour Library

Microfilm of labour papers listed below can be borrowed on regular inter-library loan, free of charge. With the consent of the publishers, positive film will be supplied at the price of 9 cents per foot delivered.

Reels of film will not be split to supply specific dates, but must be purchased as they are reeled. Information on the breaking points and footage, and exact holdings for any title will be supplied on request.

The information given in the entry indicates the part of the film already filmed, e.g., *Canadian Labour*, v. 1-7, 1949-1956. (complete); *B.C. Maritime Worker*, v. (1); 1936 (incomplete).

When ordering, list title and place of publication. Payments should be made to the Receiver General of Canada.

Any film found to be unsatisfactory may be returned for replacement or refund.

The Library would appreciate co-operation in locating a source of issues missing from the titles listed below.

Added Since October 1958

Canadian Chemical Worker. Toronto. International Chemical Workers Union. v. (3-6); 1947-1957. 1 reel. 25 ft.

Canadian Marine Engineer. Montreal. National Association of Marine Engineers. v. (1)-(3), 1955-1957. 1 reel. 10 ft.

Mine Mill Herald. Toronto. International Union, Mine, Mill and Smelters Union. v. 1-4; 1955-1958. 1 reel. 50 ft.

National Labour Journal. Ottawa. National Council of Canadian Labour. 1948-1958. 1 reel. 90 ft.

U A W Solidarity. Canadian edition. Indianapolis. International Union, United Automobile, Aircraft and Agricultural Workers of America. v. 1. 1957-1958.

The Voice of the Farmer. Winnipeg. Manitoba Farmers Union; v. 1-3; 1956-1958. 1 reel. 25 ft.

Western Pulp and Paper Workers. Vancouver. Western Canada Council of Pulp and Paper Mill Unions in British Columbia. v. 1-3; 1956-1958. 1 reel. 50 ft.

Holdings at October 1958

L'Aiguilleur. Montreal. Amalgamated Clothing Workers of America. v. 1-(7-11)-18; 1939-1957. 3 reels. 72 ft.

Alberta Labour News. Edmonton. Alberta Federation of Labor. v. 1-15; 1920-1935. 5 reels. 368 ft. Supersedes *Edmonton Free Press*.

Amalgamated Aircraft see *De Havilland Aircraft Worker*.

The Amalgamated Carpenters of Canada. Toronto. Amalgamated Carpenters of Canada. (1922-1923)-(1929-1930)-1931. 1 reel. 30 ft.

The Amalgamator. Hamilton, Ont. and Trail, B.C. Amalgamated Unions of Canada. v. 2-(3)-(5); 1944-1947. 1 reel. 20 ft.

B.C. District Union News. Vancouver. British Columbia District Union, International Union of Mine, Mill and Smelter Workers. v. (1)-(3)-(5)-10; 1944-1955. 2 reels. 52 ft.

B.C. Lumber Worker. Vancouver. International Woodworkers of America. v. (4-6)-(12)-(17)-(19)-25; 1934-1957. 4 reels. 296 ft.

B.C. Maritime Worker. Vancouver. Progressive Longshoremen and Seamen. v. (1); 1936. 1 reel. 2 ft.

The B.C. Trades Unionist and Union Label Bulletin. Vancouver, Vancouver Trades and Labor Council. v. 3; 1908-1909. 1 reel. 20 ft. Superseded by *The Western Wage Earner*.

B.C. Workers' Review. Vancouver. Canadian Workers. v. 1-3; 1940-1942. 1 reel. 20 ft.

The Beacon. Sudbury. Sudbury Mine, Mill & Smelter Workers' Union. v. (1)-3; 1943-1945. 1 reel. 58 ft.

The Bond of Brotherhood. Calgary. The Calgary Trades and Labour Council. no. (1-55), 1903-1904. 1 reel. 25 ft.

Border Cities Labour News. Walkerville. Essex County Trades & Labour Council. v. (1); 1932. 1 reel. 5 ft.

The Bridge River Miner. Pioneer, B.C. International Union of Mine, Mill & Smelter Workers. v. 1; 1939-1940. 1 reel. 4 ft.

British Columbia Federationist see *The British Columbia Labor News*.

The British Columbia Labor News. Vancouver. Vancouver Trades and Labor Council. v. 1; 1921-1922. 1 reel. 8 ft. Absorbed by *British Columbia Federationist*, and *Canadian Labor Advocate*.

British Columbia Musician. Vancouver. Musician's Union. v. 1-6; 1923-1928. 1 reel. 58 ft.

Bulletin. Winnipeg. International Association of Machinists. v. (2-3)-(5)-8; 1913-1924. 2 reels. 65 ft. Superseded by *Machinist Bulletin*.

CLC News. Ottawa. Canadian Labour Congress. v. 1-2; 1956-1958. 1 reel. 15 ft. Supersedes *Canadian Labour*.

Canada Forward. Toronto. Canada Forward and Research Publishing Association. v. (1); 1927. 1 reel. 5 ft.

Canadian Association of Railroad Running Trades Review. Winnipeg Canadian Association of Railway Enginemen, Conductors, Trainmen, Yardmen, Telegraphers and Dispatchers. v. (1)-3; 1932-1934. 1 reel. 45 ft. Supersedes *Canadian Running Trades Journal*, and *Canadian Association Review*.

Canadian Association Review see *Canadian Association of Railroad Running Trade Review*.

Canadian Labour. Ottawa. Canadian Congress of Labour. v. 1-7; 1949-1956. 1 reel. 58 ft. Superseded by *CLC News*.

The Canadian Labor Advocate. Vancouver. Vancouver Trades and Labor Council. v. (4-6)-18; 1911-1926. 6 reels. 386 ft.

Canadian Labor Herald. Vancouver Council of Canadian Federation of Labour. v. 1-5; 1937-1942. 1 reel. 35 ft.

Canadian Labor Leader. Sydney, N.S. Sydney Trades and Labor Council. v. (1) 1912-1918. 1 reel. 30 ft. Supersedes *Lunn's Weekly*.

Canadian Labor Press. Montreal. Allied Trades and Labor Association of Ottawa. v. 1-36; 1919-1954. 6 reels. 445 ft.

Canadian Labor World. Hamilton. v. 1-(11-12); 1919-1931. 2 reels. 119 ft. Supersedes *The New Democracy*.

The Canadian Miner. Calgary. Mine Workers' Union of Canada. v. (1)-3; 1930-1933. 2 reels. 17 ft. Supersedes *The Western Miner*.

Canadian Needle Worker. Toronto. Industrial Union of Needle Trades' Workers of Canada. v. 1; 1930. 1 reel. 2 ft.

Canadian Packinghouse Worker. Toronto. United Packinghouse Workers of America. v. 1-6; 1952-1957. 1 reel. 103 ft.

Canadian Postmaster. Campbellford. Canadian Postmaster Association. v. (4), (11), (14)-(16)-(20-21);-(23-1); 1929-1952. 1 reel. 70 ft.

Canadian Running Trades Journal see *Canadian Association of Railroad Running Trade Review*.

Canadian Sailor. Montreal. Seafarers' International Union of North America. v. (1)-(10)-13, 1949-1957. 2 reels. 152 ft.

Canadian Seaman. Vancouver. Deepsea & Inlandboatmen's Union, Pacific Coast District of the Canadian Seamen's Union. v. 1; 1944-1945. 1 reel. 8 ft.

Canadian Trade Unionist. Toronto. Canadian Federation of Labour. v. 5-(13); 1925-1933. 1 reel. 35 ft.

Carpenters Monthly Bulletin. Toronto. Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America. No. (1-58); 1924-1932. 1 reel. 20 ft. Supersedes *Trade Report* . . .

Le Charpentier Menuisier. Montreal. Quebec Provincial Council of United Brotherhood of Carpenters and Joiners. v. 7-(8-10)-(12); 1925-1932. 1 reel. 25 ft.

The Citizen. Halifax. Halifax District Trades and Labour Congress. v. (1)-(4)-(25-26), (28)-(31); 1919-1950. 8 reels. 583 ft.

The Clarion. Toronto. Clarion Publishing Association. v. 1-(5)-17; 1922-1938. 11 reels. 825 ft. Supersedes *The Worker* and *Daily Clarion*.

The Commentator. Trail. Trail & District Smeltermen's Union. v. (1)-(3)-(5-6); 1938-1944. 1 reel. 18 ft.

The Communication Worker. Toronto. Canadian Communications Union. v. 1-5, (14); 1926-1939. 1 reel. 28 ft. Superseded by *Contact*.

The Confederate. Brandon. Dominion Labor Party and the Trades and Labor Council. v. (1-2); 1919-1920. 1 reel. 28 ft.

Congress News. Vancouver. Canadian Congress of Labour. v. 1-(2); 1942-1944. 1 reel. 38 ft.

Contact. Toronto. Canadian Communications Union. v. (1); 1940-1942. 1 reel. 2 ft. Supersedes *The Communication Worker*.

De Havilland Aircraft Worker. Toronto. International Union, United Automobile, Aircraft and Agricultural Implement Worker. v. (1); 1943. 1 reel. 2 ft. Superseded by *Amalgamated Aircraft Worker*.

Daily Clarion see *The Clarion*.

La Defense. Montreal. Quebec Provincial Council of TLC Federal Labour Unions. v. 1-(5-8); 1948-1956. 1 reel. 35 ft.

The Detonator. Whitby. United Electrical, Radio and Machine Workers of America. v. (1); 1942-1943. 1 reel. 5 ft.

The District Ledger. Fernie. United Mine Workers of America. v. (1)-2; 1918-1919. 1 reel. 27 ft.

The Eastern Federationist. New Glasgow. Pictou County Trades and Labor Council and Federation of Labor, v. (2); 1919. 1 reel. 23 ft. Superseded by *The Workers' Weekly*.

The Eastern Labour News. Moncton. Percy D. Ayer. v. 1-(3)-5; 1909-1913. 1 reel. 90 ft.

Echo Syndical. Chicoutimi. Confederation des Travailleurs Catholiques Du Canada. v. 1-2; 1939-1940. 1 reel. 10 ft.

Edmonton Free Press. Edmonton. Edmonton Trades and Labor Council. v. 1-2; 1919-1920. 1 reel. 55 ft. Superseded by *Alberta Labour News*.

The Effort. Fort William. Aircraft Lodge. International Association of Machinists. v. 1; 1942. 1 reel. 4 ft.

The Evening Palladium. Knights of Labour. v. (1); 1886. 1 reel. 2 ft. Supersedes *The Labour Union, and The Palladium of Labor*.

The Excavator. Toronto. National Union of Operating Engineer's. (1941-1942). 1 reel. 3 ft.

Federated Railwayman. Montreal. American Federation of Labor, Railway Employees Department. v. 1-(22-23), 21-23 repeated. 1924-1957. 3 reels. 210 ft.

The Federationist. Vancouver. CCF. v. (4)-8; 1940-1943. 1 reel. 75 ft.

The Fisherman. Vancouver. Pacific Coast Fishermen's Union and Salmon Purse Seiners' Union. v. (1)-(6)-19; 1937-1957. 5 reels. 398 ft.

Ford Facts. Windsor. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. (2-3)-(7)-13; 1942-1957. 1 reel. 95 ft.

Le Front Ouvrier. Ottawa, Centre Social Ouvrier Inc. v. 1-10; 1944-1954. 10 reels. 708 ft.

The Gazette. Glace Bay. Gazette Publishing Co. (1942-1949). 17 reels. 1490 ft. Superseded by *The Star*.

The Guardian. Brampton. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. 1-(3-4)-6; 1952-1957. 2 reels. 160 ft.

Halte La. Chicoutimi. Saguenay-Lake St. Jean Central Council. v. (1-2), 5-9; 1943-1951. 1 reel. 12 ft.

Hamilton Labor Digest see *Labor Digest*.

The Heavy Lift. Vancouver. v. (1-2); 1933-1935. 1 reel. 15 ft.

L'Homme Libre. Montreal. Mouvement National Corporatiste. v. (1-5), (7); 1934-1941. 1 reel. 93 ft. Supersedes *L'Idée Ouvrière*, and *L'unité Nationale*.

L'Idée Ouvrière see *L'Homme Libre*.

L'Imprimeur. Montreal. Ouvriers Syndiques de l'Imprimerie. v. 1-(12)-(16)-21; 1936-1957. 1 reel. 85 ft.

The Independent. Vancouver. Independent Printing Company. v. (5-9); 1902-1904. 1 reel. 20 ft.

The Industrial Banner. London. Independent Labor Party of Ontario. v. (5-12)-(31); 1897-1922. 4 reels. 285 ft.

La Jeunesse Ouvrière. Montreal. Jeunesse Ouvrière Catholique. v. (10); 1941. 1 reel. 2 ft.

Justice. Montreal. International Ladies' Garment Workers' Union. v. (1)-(4-6)-(11-15)-17; 1937-1958. 3 reels. 120 ft.

The Labor Advocate. Toronto. Grip Printing and Publishing Co. v. 1; 1890-1891. 1 reel. 35 ft.

Labor Challenge. Toronto. Revolutionary Workers Party. v. 1-(6)-7; 1945-1952. 1 reel. 35 ft.

Labour Defender. Toronto. Canadian Labor Defence League. v. 1-5; 1930-1930. 1 reel. 40 ft.

The Labor Digest. Hamilton. Hamilton District Trades and Labor Council. v. (1)-(6-7)-(9-11); 1942-1957. 1 reel. 60 ft. Superseded by *Hamilton Labour Digest*.

The Labor Herald. Toronto. The Labor Herald Publishing Co., v. 1-(2)-(4-5); 1926-1930. 1 reel. 20 ft.

Labor Leader (Oshawa) see *Oshawa Labor Press*.

Labor Leader. Sydney. v. (1); 1919. 1 reel. 12 ft.

The Labour Leader. Toronto. Labour Leader Publishing Co. v. 1-35; 1919-1954. 6 reels. 429 ft.

Labor Leader. Winnipeg. One Big Union. v. 1; 1935. 1 reel. 6 ft. Supersedes *One Big Union Bulletin*. Superseded by *One Big Union Monthly*.

The Labor News. Hamilton. Labor News Publishing Co. v. 1, 3-(4)-(6)-(12-13)-(23)-(29)-(34)-(48); 1912-1955. 5 reels. 380 ft.

Labor Review. Victoria. Victoria & District Trades & Labor Council. v. 1; 1932. 1 reel. 4 ft.

Labor Star. Vancouver. Vancouver Star Publishing Co. No. 1-8; 1919. 1 reel. 4 ft.

Labor Statesman. Vancouver. Vancouver, New Westminster and District Trades and Labor Council. No. (1-700); 1924-1958. 5 reels. 410 ft.

Labor Truth. Vancouver. Vancouver, National Labour Council. v. 1-6; 1934-1939. 1 reel. 55 ft.

The Labor Union see *The Evening Palladium*.

The Labor World. (Le Monde Ouvrier). Montreal. La Federation du Travail du Quebec. v. 1-(11)-(28-29)-(31), 33-43. 1916-1958. 10 reels. 831 ft.

Labor's Realm. Regina. Regina Trades and Labor Council. v. 1; 1909-1910. 1 reel. 15 ft.

The Lance. Toronto. Hambly Bros. v. (2)-(7). 1909-1915. 1 reel. 90 ft.

The Left Wing. Toronto. Trade Union Educational League. v. 1-2; 1924-1926. 1 reel. 10 ft.

The Link. Toronto. Workers' Educational Association of Canada. v. 1-4; 1936-1938. 1 reel. 2 ft.

Local 439 News. Toronto. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. (1-2)-(4-1); 1944-1955. 1 reel. 38 ft.

Local 195 News. Windsor, International Union, United Automobile, Aircraft and

Agricultural Implement Workers of America. v. 1-4; 1944-1949. 1 reel. 14 ft. Superseded by 195 News.

The Longshoreman. Montreal. Association of the Syndicated Longshoremen of the Port of Montreal. No. 1-3; 1924-1926. 1 reel. 10 ft.

Lumber Worker. Sudbury. Lumber Workers' Industrial Union of Canada. v. 1; 1932. 1 reel. 4 ft.

Lunn's Weekly. Truro. v. (1); 1912. 1 reel. 5 ft. Superseded by *Canadian Labor Leader*.

Machinist Bulletin. Winnipeg. International Association of Machinists. v. (1-3); 1924-1928. 1 reel. 20 ft. Supersedes *The Bulletin*.

Main Deck. Vancouver. Boilermakers' and Iron Shipbuilders' Union of Canada. v. (1); 1943. 1 reel. 13 ft.

Le Maitre Imprimeur. Montreal. L'Association des Maitres Imprimeurs de Montreal. v. 1-9; 1937-1945. 2 reels. 65 ft.

Manitoba Commonwealth. Winnipeg. Winnipeg Trades and Labour Council. v. 1-(2)-15; 1925-1941. 4 reels. 355 ft. Supersedes *The Weekly News*.

The Marine Worker. Halifax. Industrial Union of Marine and Shipbuilding Workers. v. (2); 1943. 1 reel. 2 ft.

Maritime Labor Herald. Glace Bay. v. 1-(3)-(5); 1921-1926. 2 reels. 128 ft.

The Melting Pot. Oshawa. Steel Workers Organizing Committee. v. (2), 1940. 1 reel. 2 ft.

Metallurgistes. Quebec. United Steelworkers of America. v. 1-(2); 1947-1948. 1 reel. 15 ft.

Mine-Mill News. Sudbury. International Union of Mine, Mill and Smelter Workers. v. (8)-10, 1955-1957. 1 reel. 40 ft.

Le Mouvement Ouvrier. Montreal. Ligue Ouvriere Catholique. v. 3-5; 1941-1944. 1 reel. 40 ft.

The Mudslinger. Toronto. National Union of Shovelmen and Operating Engineers. (1938-1939). 1 reel. 2 ft.

The New Call. Calgary. Calgary Trades and Labour Council. v. 1-8; 1945-1952. 1 reel. 70 ft.

The New Democracy see *Canadian Labor World*.

The New Lead. Toronto. Toronto Newspaper Guild. v. 1, 1940-1941; N.S. v. (1)-5, (7)-10; 1948-1958. 1 reel. 35 ft.

Nouvelles Ouvrieres. Montreal. Canadian Congress of Labor. v. (5-8)-(12)-13; 1948-1956. 1 reel. 40 ft.

Nova Scotia Miner. Glace Bay. Progressive Miners of Nova Scotia. v. (1-2); 1929-1932. 1 reel. 10 ft.

One Big Union Bulletin. Winnipeg. Winnipeg Central Council of the One Big Union. v. (1)-(8-9)-15; 1919-1924. 6 reels. 480 ft. Superseded by *Labor Leader*, and *One Big Union Monthly*.

One Big Union Monthly. Winnipeg. Winnipeg Central Labor Council of the One Big Union. v. 1; 1937-1938. 1 reel. 18 ft. Supersedes *One Big Union Bulletin*, and *Labor Leader*.

195 News. Brampton. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. 1-(2)-3; 1950-1952. 1 reel. 56 ft. Supersedes *Local 195 News*.

The Ontario Labor News. Toronto. Ontario Provincial Council, International Association of Machinists. v. (1); 1919. 1 reel. 2 ft.

The Ontario Timber Worker. Port Arthur. Lumber and Sawmill Workers' Union. v. 1-5; 1947-1951. 1 reel. 25 ft. Superseded by *The Woodworker*.

Ontario Workman. Toronto. Toronto Trades Assembly & Canadian Labour Union. v. (1); 1872-1873. 1 reel. 30 ft.

Oshawa Labor Press. Oshawa. Oshawa Labor Press Association. v. (1-2)-(4); 1938-1941. 1 reel. 32 ft. Supersedes *Labor Leader*.

The Oshaworker. Oshawa. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. (3)-(4)-6-(13); 1945-1958. 1 reel. 75 ft.

Pacific Coast News. Vancouver. Pilot Publishing Co. v. (4-5); 1939-1940. 1 reel. 10 ft.

The Palladium of Labor. Hamilton. Knights of Labor. v. (1-4); 1883-1886. 1 reel. 108 ft. Supersedes *The Labor Union*. Superseded by *The Evening Palladium*.

The Palladium of Labor. Toronto. v. (1); 1885-1886.

Parlons Franc. Montreal. Tramways Employees' Association of Montreal. v. (5)-(7-9)-(12-15); 1945-1955. 2 reels. 35 ft.

The People. Vancouver. v. 2-(3); 1943-1944. 2 reels. 60 ft.

The People's Cause. Toronto. Labor Educational Association of Ontario. (1925-1928.) 1 reel. 2 ft.

Peterboro U.E. News. Peterborough. United Electrical, Radio and Machine Workers of America. v. (1); 1942. 1 reel. 1 ft.

The Plain Speaker and Public Opinion. Vancouver. Plain Speaker Publishing Co., v. 1, 1918. 1 reel. 1 ft.

The Postal Tribune. Montreal. Canadian Postal Employees Association and Federated Association of Letter Carriers. v. (5)-(12-13)-19; 1938-1951. 3 reels. 200 ft.

The Printing Workers' Courier. Montreal. Printing Pressmen and Assistants' Union. v. 1-19; 1939-1957. 3 reels. 140 ft.

The Red Flag. Vancouver. Socialist Party of Canada. v. (1); 1919. 1 reel. 15 ft.

Rural Mail Couriers. Toronto. Rural Mail Couriers' Association. v. (1), (3)-(6); 1936-1942. 1 reel. 25 ft.

Saskatchewan Labor's Realm. Regina. Regina Trades and Labor Council. v. 1; 1907-1908. 1 reel. 25 ft.

The Seafarers Tribune. Montreal. Seafarers' International Union of North America. 1949. 1 reel. 15 ft.

The Searchlight. Calgary. Calgary Trades and Labor Council. v. 1; 1919-1920. 1 reel. 10 ft.

Searchlight. Montreal. Canadian Seaman's Union. v. 3-(5)-(7), 9-(11)-(13); 1939-1949. 1 reel. 67 ft.

Semi-Weekly Tribune. Victoria. Trade Unions. v. 1-2; 1918-1919. 1 reel. 50 ft.

Ship and Dock. Vancouver. Longshoremen and Water-Transport Workers of Canada. v. (1); 1934-1935. 1 reel. 10 ft.

Ships News. Vancouver. Inlandboatmen's Union of the Pacific. v. (1); 1936-1939. 1 reel. 10 ft.

The Soviet. Edmonton. Socialist Party of Canada. v. 1; 1919. 1 reel. 5 ft.

The Spitfire. Montreal. International Association of Machinists. v. 3-(4)-6; 1942-1945. 1 reel. 12 ft.

The Star. Glace Bay, N.S. The Gazette Publishing Co. v. (1); 1949. 1 reel. 18 ft. Supersedes *The Gazette*.

Steel Labor. Canadian edition. Indianapolis. United Steelworkers of America. v. (3)-(6)-(9)-18; 1938-1953. 2 reels. 160 ft.

Steel Shots. Hamilton. United Steelworkers of America. v. 1-7; 1951-1957. 1 reel. 60 ft.

Steelworker and Miner. Sydney, N.S. M. A. MacKenzie. No. (356-929), 1941-1951. 1 reel. 58 ft.

Steelworker News. Galt. United Steelworkers of America. v. 1-7. 1948-1955. 1 reel. 70 ft.

Le Syndicaliste. Quebec. Confederation des Travailleurs Catholiques du Canada. v. 1-2; 1940-1942. 1 reel. 15 ft. Absorbed by *Le Travail*.

Le Syndicat. Quebec. Syndicats Catholiques de Quebec. v. (1-2)-3; 1938-1941. 1 reel. 18 ft.

Textile Labor. Canadian edition. New York. Textile Workers Union of America. v. (12)-14, 17-19; 1951-1958. 2 reels. 180 ft.

The Toiler. Toronto. Toronto District Labour Council. v. (2-4); 1902-1904. 1 reel. 38 ft. Superseded by *The Tribune*.

Trade Report of the Ontario Provincial Council, United Brotherhood of Carpenters and Joiners of America. Toronto. 1917-1924. 1 reel. 28 ft. Superseded by *Carpenters Monthly Bulletin*.

The Trades Journal. Stellarton, N.S. R. Drummond. v. (1-12); 1880-1891. 4 reels. 167 ft.

Le Tramway. Montreal. Syndicat des Employes de Tramways de Montreal. v. (1)-(13-20); 1927-1946. 3 reels. 152 ft.

Transport. Montreal. Canadian Brotherhood of Railway Employees and other Transport Workers. v. 1-7; 1949-1956. 1 reel. 40 ft.

Transport Union Journal. Montreal. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. v. 1-2; 1952-1953. 1 reel. 15 ft.

Le Travail. Montreal. Confederation des Travailleurs Catholiques du Canada. v. 1-(7-8)-(18)-33; 1924-1957. 6 reels. 515 ft. Supersedes *La Vie Syndicale*, and *Le Travail et la Vie Syndicale*.

Le Travail et la Vie Syndicale see *Le Travail*.

Le Travailleur. Montreal. Le Travailleur Enregistré. v. (2-3); 1946-1947. 1 reel. 30 ft.

Le Travailleur. Quebec. Quebec Compagnie de Publicite Syndicale, Limitee. v. 1-2; 1922-1923. 2 reels. 43 ft.

The Tribune. Toronto. Toronto District Labor Council. v. 1; 1905-1906. 2 reels. 38 ft. Supersedes *The Toiler*.

Typo News. Calgary. International Typographical Union. v. (1); 1935. 1 reel. 16 ft. Supersedes *Calgary Typo News*.

UAW-CIO Union Digest. Brantford. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. (1946-1947). 1 reel. 8 ft. Supersedes *UAW-CIO War Worker*.

UAW-CIO War Worker. Brantford. International Union, United Automobile Aircraft and Agricultural Implement Workers of America. v. (3), 1945. 1 reel. 2 ft. Superseded by *UAW-CIO Union Digest*.

U.E. Canadian News. Toronto. United Electrical, Radio and Machine Workers of America. v. (3)-(6)-16; 1944-1958. 4 reels. 228 ft.

U.E. News. Montreal. United Electrical, Radio and Machine Workers of America. v. (2-5); 1948-1951. 1 reel. 12 ft.

The Unemployed Worker. Vancouver. Vancouver Unemployed Councils. v. (3)-(6); 1931-1934. 2 reels. 115 ft.

Union News. Sydney. Organized Steel Workers of Sydney. v. (1); 1938. 1 reel. 8 ft.

Union Worker. Moncton. Union Worker Printing Co. v. 1-(3); 1920-1922. 1 reel. 30 ft.

L'Unite Nationale see *L'Homme Libre*.

United Automobile Worker. Canadian edition. Detroit. International Union. United Automobile, Aircraft and Agricultural Workers of America. v. 8-19; 1944-1957. 3 reels. 175 ft.

United Worker. Ocean Falls. International Brotherhood of Pulp, Sulphite and Paper Mill Workers. v. (4-5)-(7)-(9)-(12); 1947-1956. 1 reel. 80 ft.

La Vie Syndicale see *Le Travail*.

The Voice see *The Western Labour News*.

The Voice of the Fisherman. Vancouver. Fisherman and Cannery Workers Industrial Union of Canada. v. (1); 1934-1935. 1 reel. 5 ft.

War Worker. Weston. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America. v. (2); 1943-1945. 1 reel. 2 ft.

Waterfront Organizer. Vancouver. Joint Policy Committee of the B.C. Maritime Workers. v. (1); 1937. 1 reel. 2 ft.

We Too. Nanaimo. Progressive Miners of Nanaimo. B.C. v. (1); 1935. 1 reel. 6 ft.

The Weekly News see *Manitoba Commonwealth*.

Western Clarion. Vancouver. Socialist Party of Canada. No. (247-832). 4 reels. 213 ft.

The Western Labour News. Winnipeg Trades and Labour Council. v. (3)-(5), 8-(14)-(16)-(26); 1897-1923. 11 reels. 867 ft. Supersedes *The Voice*.

The Western Miner see *The Canadian Miner*.

Western Union Printer. Medicine Hat. v. (1)-4, 1919-1923. 1 reel. 38 ft.

The Western Wage-Earner. Vancouver. Vancouver Trades and Labor Council. v. 1-2, 1909-1911. 1 reel. 40 ft. Supersedes *The B.C. Trades Unionist*, and *Union Label Bulletin*.

Winnipeg Citizen. Winnipeg. v. 1; 1919. 1 reel. 6 ft.

Winnipeg Stitcher. Winnipeg. Winnipeg Cloak and Dressmakers Union. 1939. 1 reel. 2 ft.

Winnipeg Typo News. Winnipeg. Winnipeg Typographical Union. v. (1); 1935. 1 reel. 12 ft.

The Woodworker. Port Arthur. Canadian Union of Woodworkers. v. 1; 1951. 1 reel. 15 ft. Supersedes *The Ontario Timber Worker*.

The Worker. Montreal. Lumber and Camp Workers Industrial Union of The One Big Union. No. 1-16; 1920. 1 reel. 7 ft.

The Worker. (Toronto) see *The Clarion*.

The Worker. Vancouver. Lumber Workers Industrial Union. v. 1; 1919, 1 reel. 5 ft.

Workers' Unity. Toronto. Workers' Unity League of Canada. v. (1-2); 1931-1932. 1 reel. 3 ft.

The Workers' Weekly. Stellarton. Pictou County Organized Labour. v. 2-(3)-7; 1919-1925. Supersedes *The Eastern Federationist*. 2 reels. 170 ft.

Young Worker. Toronto. Young Communist League of Canada. v. (1)-11, 1924-1936. 1 reel. 90 ft.

Corporation Profits in 1958 Down 3.4 Per Cent from 1957

Profits of Canadian corporations before taxes in 1958 totalled \$2,904 million, a decrease of 3.4 per cent from the \$3,005 million in 1957. Profits after taxes decreased 1.5 per cent to \$1,673 million from \$1,699 million, the Dominion Bureau of Statistics reported last month.

Profits per sales dollar in Canada's manufacturing industry dropped to 4.6 cents, the lowest in 11 years, the Canadian Manufacturers' Association reported.

The strike in March of civil servants in British Columbia was called to back up demands of the B.C. Government Employees' Association (CLC) for collective bargaining rights and for production of the report of the Board of Reference set up on the eve of a threatened strike in July 1957. The Association's 1959 wage demands were met shortly after announcement of the strike date.

In the April issue (page 354) it was inadvertently reported that the strike was called "to back up demands for the right to strike and to place pickets like any other union organization". This was incorrect.

LABOUR STATISTICS

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A—Labour Force

NOTE—Small adjustments have been made in the labour force figures to bring them into line with population estimates based on the 1956 Census; consequently, the figures in Tables A-1 and A-2 are not strictly comparable with those for months prior to August 1958. Adjusted figures for those earlier months are given in the Supplement to The Labour Force, September 1958, a Dominion Bureau of Statistics publication, and detailed figures on the revised basis will appear in the forthcoming DBS Reference Paper No. 58, The Labour Force.

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 21, 1959

(Estimates in thousands)

SOURCE: DBS Survey Labour Force

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,077	108	423	1,725	2,246	1,028	547
Agricultural.....	637	*	47	141	153	271	23
Non-Agricultural.....	5,440	106	376	1,584	2,093	757	524
Males.....	4,576	89	330	1,297	1,652	788	420
Agricultural.....	611	*	47	137	147	256	22
Non-Agricultural.....	3,965	87	283	1,160	1,505	532	398
Females.....	1,501	19	93	428	594	240	127
Agricultural.....	26	*	*	*	*	15	*
Non-Agricultural.....	1,475	19	93	424	588	225	126
All Ages.....	6,077	108	423	1,725	2,246	1,028	547
14—19 years.....	537	14	38	193	170	90	32
20—24 years.....	757	16	54	251	255	124	57
25—44 years.....	2,848	51	184	795	1,074	472	272
45—64 years.....	1,711	25	128	438	654	299	167
65 years and over.....	224	*	19	48	93	43	19
<i>Persons with Jobs</i>							
All status groups.....	5,552	74	367	1,510	2,107	983	511
Males.....	4,100	56	277	1,100	1,530	748	389
Females.....	1,452	18	90	410	577	235	122
Agricultural.....	619	*	44	135	149	267	22
Non-Agricultural.....	4,933	72	323	1,375	1,958	716	489
Paid Workers.....	4,474	64	285	1,255	1,787	645	438
Males.....	3,145	48	202	871	1,256	442	326
Females.....	1,329	16	83	384	531	203	112
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	525	34 ⁽¹⁾	56	215	139	45	36
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,418	159	467	1,521	1,800	942	529
Males.....	1,158	51	108	306	347	217	129
Females.....	4,260	108	359	1,215	1,453	725	400

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended March 21, 1959		Week Ended February 21, 1959		Week Ended March 22, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	555	530	567	546	624	594
Without Jobs.....	525	502	537	518	597	569
Under 1 month.....	81	—	88	—	94	—
1—3 months.....	207	—	254	—	240	—
4—6 months.....	168	—	131	—	206	—
7—12 months.....	47	—	41	—	45	—
13—18 months.....	11	—	13	—	*	—
19—and over.....	11	—	10	—	*	—
Worked.....	30	28	30	28	27	25
1—14 hours.....	12	11	12	12	*	*
15—34 hours.....	18	17	18	16	18	17

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Total ¹
	Mining	Manu- facturing	Trans- portation, Storage, and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance, Services (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,764	3,010	494	12,432
1955—Total....	430	4,156	1,392	339	911	204	1,874	3,212	539	13,215
1956—Total....	489	4,604	1,537	405	1,102	226	2,072	3,521	590	14,719
1957—Total....	544	4,821	1,647	371	1,189	252	2,268	3,926	639	15,825
1958—Total....	537	4,759	1,671	297	1,131	275	2,363	4,289	678	16,180
1958—Feb.....	46.5	385.5	132.2	64.7	229.1	65.2	467.1	1,024.0	163.5	1,277.1
Mar.....	48.5	389.8	130.3	.....	.....	.....	.....	.....	.....	1,283.2
Apr.....	43.9	392.3	134.6	.....	.....	.....	.....	.....	.....	1,304.0
May.....	44.9	401.3	141.0	65.7	289.1	69.0	585.4	1,069.7	168.4	1,354.8
June.....	45.6	404.9	143.1	.....	.....	.....	.....	.....	.....	1,384.5
July.....	45.0	402.1	145.7	.....	.....	.....	.....	.....	.....	1,382.1
Aug.....	45.5	399.8	145.7	75.7	335.4	71.1	592.3	1,080.5	172.0	1,385.6
Sept.....	44.5	404.0	143.4	.....	.....	.....	.....	.....	.....	1,405.3
Oct.....	43.2	400.0	142.9	.....	.....	.....	.....	.....	.....	1,389.8
Nov.....	43.1	401.7	142.0	91.3	278.5	70.0	619.4	1,112.4	174.1	1,385.5
Dec.....	42.1	393.7	139.6	.....	.....	.....	.....	.....	.....	1,359.0
1959—Jan.....	45.7	400.0	137.2	.....	.....	.....	.....	.....	.....	1,351.0
Feb.....	45.9	403.2	137.7	69.1	237.4	68.7	604.9	1,138.7	175.7	1,361.5
March....	45.4	408.3	137.9	.....	.....	.....	.....	.....	.....	1,373.5

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing, and Trapping are not shown. (See also headnote.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,572,730.

Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Av. Weekly Wages and Salaries	\$	Employment	Aggregate Weekly Payrolls	Av. Weekly Wages and Salaries	\$
Averages				\$				\$
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
February.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
March.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
April.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
May.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
June.....	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	192.9	170.1	73.09	107.5	185.9	171.8	75.55

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1959	Jan. 1959	Feb. 1958	Feb. 1959	Jan. 1959	Feb. 1958
Provinces						
Newfoundland.....	104.5	111.6	109.3	64.32	60.73	62.77
Prince Edward Island.....	100.7	101.8	100.2	55.63	54.62	50.23
Nova Scotia.....	87.1	93.9	90.8	60.16	59.26	59.44
New Brunswick.....	97.6	98.3	94.8	60.56	59.47	59.35
Quebec.....	111.2	114.8	112.3	70.20	69.65	67.42
Ontario.....	116.0	116.6	116.3	75.84	75.46	72.43
Manitoba.....	105.1	105.9	102.7	69.38	68.01	65.73
Saskatchewan.....	117.7	118.5	113.1	69.12	68.34	67.49
Alberta (including Northwest Territories).....	145.1	144.1	140.2	76.59	74.78	73.07
British Columbia (including Yukon).....	109.2	108.0	108.9	78.88	77.90	75.52
Canada.....	113.0	113.7	113.0	73.09	72.34	70.02
Urban Areas						
St. John's.....	122.0	129.3	111.8	53.03	49.72	51.93
Sydney.....	66.9	86.9	90.4	75.39	71.89	73.63
Halifax.....	116.6	116.9	114.3	59.91	58.90	57.64
Moncton.....	91.7	93.8	91.2	37.95	36.99	36.22
Saint John.....	111.7	106.6	100.5	54.96	54.16	53.72
Chicoutimi—Jonquiere.....	100.6	105.1	.....	89.03	85.30	.....
Quebec.....	103.8	103.3	103.2	60.76	60.31	58.41
Sherbrooke.....	97.6	97.1	97.5	58.87	58.78	55.89
Shawinigan.....	95.3	94.3	105.5	78.87	78.68	78.09
Three Rivers.....	106.6	107.0	107.8	67.17	66.60	62.56
Drummondville.....	78.0	77.6	71.2	60.99	61.74	58.21
Montreal.....	118.2	118.2	118.4	71.27	71.07	68.22
Ottawa—Hull.....	118.5	118.8	113.8	67.34	67.00	63.30
Kingston.....	106.8	106.6	109.2	69.84	69.85	66.66
Peterborough.....	97.7	98.4	99.8	81.99	82.07	77.13
Oshawa.....	178.7	179.0	166.7	83.46	90.23	76.56
Toronto.....	126.2	129.1	128.0	75.79	75.79	72.82
Hamilton.....	106.1	105.8	105.6	80.50	80.11	75.68
St. Catharines.....	108.1	106.8	110.0	83.24	83.22	78.90
Niagara Falls.....	93.2	93.4	105.8	78.28	77.56	77.33
Brantford.....	89.1	88.7	86.1	69.15	69.21	65.70
Guelph.....	120.3	119.7	111.5	66.98	66.36	65.58
Galt.....	109.0	108.2	110.0	66.18	65.40	61.50
Kitchener.....	114.9	114.9	108.0	68.99	68.51	64.09
Sudbury.....	129.6	126.0	141.8	87.19	84.58	87.50
Timmins.....	91.8	92.4	.....	67.04	65.83	.....
London.....	119.9	119.3	115.6	69.07	68.71	65.00
Sarnia.....	121.1	121.2	132.7	93.25	94.56	88.86
Windsor.....	78.8	72.6	80.9	82.76	80.24	73.87
Sault Ste. Marie.....	132.4	135.0	126.2	91.19	91.38	85.23
Ft. William—Pt. Athur.....	102.8	105.3	105.0	73.16	72.53	70.36
Winnipeg.....	105.6	106.1	101.9	66.44	65.38	62.75
Regina.....	121.3	121.7	112.8	65.71	64.81	63.18
Saskatoon.....	124.1	124.7	118.8	64.77	64.40	61.97
Edmonton.....	171.5	168.9	164.3	71.16	69.12	66.89
Calgary.....	157.9	158.4	149.1	70.18	69.83	68.08
Vancouver.....	112.9	112.5	110.5	78.05	77.22	73.48
Victoria.....	110.0	111.4	110.1	70.87	70.45	68.57

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table will be published every second month from now on.

It will next appear in the July issue.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1959	Jan. 1959	Feb. 1958	Feb. 1959	Jan. 1959	Feb. 1958
Mining	118.9	122.4	126.8	93.40	89.85	88.26
Metal mining.....	137.2	136.9	138.4	94.43	91.30	90.20
Gold.....	72.8	72.6	74.4	75.53	73.39	74.02
Other metal.....	197.3	197.0	198.0	100.93	97.45	95.87
Fuels.....	91.5	102.6	111.8	96.60	90.58	88.92
Coal.....	39.5	54.0	59.3	71.98	70.22	70.84
Oil and natural gas.....	296.1	293.7	303.6	109.51	105.30	101.82
Non-metal.....	117.6	115.6	119.4	80.51	80.14	76.18
Manufacturing	107.5	107.5	108.2	75.55	75.16	72.08
Durable goods.....	111.5	112.0	115.1	81.01	80.72	77.11
Non-durable goods.....	104.0	103.7	102.2	70.54	70.02	67.22
Food and beverages.....	101.8	103.2	99.3	68.37	67.64	64.83
Meat products.....	127.3	130.0	119.4	77.25	75.84	73.25
Canned and preserved fruits and vegetables.....	70.7	73.2	69.9	65.15	63.61	62.02
Grain mill products.....	103.2	102.7	100.7	71.07	71.83	69.12
Bread and other bakery products.....	107.2	107.4	106.4	64.98	64.51	61.27
Distilled and malt liquors.....	97.8	98.4	100.2	87.69	86.51	81.81
Tobacco and tobacco products.....	114.3	116.2	115.3	65.78	65.31	63.21
Rubber products.....	103.5	102.1	99.0	79.30	78.08	72.54
Leather products.....	89.2	87.9	86.0	52.09	52.15	49.58
Boots and shoes (except rubber).....	97.1	95.4	92.1	49.90	49.02	47.38
Textile products (except clothing).....	79.3	79.2	77.6	60.38	60.43	56.86
Cotton yarn and broad woven goods.....	77.5	77.1	77.4	55.78	55.77	50.85
Woolen goods.....	56.3	57.5	59.3	57.63	57.93	54.87
Synthetic textiles and silk.....	81.7	81.7	80.0	66.51	67.28	64.28
Clothing (textile and fur).....	93.8	92.3	91.3	48.58	48.38	46.34
Men's clothing.....	93.9	92.0	94.8	47.81	47.30	45.64
Women's clothing.....	102.5	101.0	98.0	50.33	50.47	48.47
Knit goods.....	79.1	77.9	76.1	47.34	47.28	45.77
Wood products.....	100.0	98.3	95.4	64.75	64.15	62.95
Saw and planing mills.....	101.0	98.5	93.9	66.74	66.33	65.79
Furniture.....	108.8	108.3	106.9	62.51	61.70	59.84
Other wood products.....	78.7	78.3	80.3	58.71	57.77	55.21
Paper products.....	118.2	118.1	117.6	88.04	86.77	83.95
Pulp and paper mills.....	118.2	118.2	117.8	94.92	93.20	90.24
Other paper products.....	118.4	117.9	117.1	71.18	70.96	68.30
Printing, publishing and allied industries.....	119.4	118.2	118.8	80.76	80.36	76.95
Iron and steel products.....	104.4	102.4	103.8	85.21	84.57	80.06
Agricultural implements.....	75.6	68.4	68.2	86.90	82.19	79.44
Fabricated and structural steel.....	157.7	156.4	145.4	85.47	84.77	81.39
Hardware and tools.....	94.8	95.3	91.0	77.08	76.20	72.71
Heating and cooking appliances.....	98.3	95.4	96.8	74.28	73.10	70.04
Iron castings.....	97.5	94.2	97.6	80.90	81.27	76.77
Machinery, industrial.....	109.6	109.1	115.7	82.69	82.25	78.16
Primary iron and steel.....	110.1	109.7	109.3	97.93	97.71	90.91
Sheet metal products.....	102.4	100.6	97.6	83.10	82.80	77.55
Transportation equipment.....	112.5	119.3	129.0	85.79	85.55	79.42
Aircraft and parts.....	254.1	353.8	369.2	91.13	90.23	85.51
Motor vehicles.....	111.5	102.2	109.1	94.56	95.13	81.64
Motor vehicles parts and accessories.....	110.0	108.9	99.4	83.84	84.82	79.30
Railroad and rolling stock equipment.....	66.0	66.0	81.5	77.83	75.91	73.54
Shipbuilding and repairing.....	130.0	123.5	146.0	78.38	76.50	73.90
Non-ferrous metal products.....	121.2	120.9	127.0	85.06	84.84	84.05
Aluminum products.....	127.2	127.3	123.3	81.75	81.71	79.48
Brass and copper products.....	110.7	109.6	98.1	78.57	78.52	74.95
Smelting and refining.....	133.8	133.7	156.9	93.96	93.81	92.09
Electrical apparatus and supplies.....	131.6	131.0	138.6	80.25	80.28	77.69
Heavy electrical machinery.....	110.3	109.6	127.9	85.89	85.94	83.64
Telecommunication equipment.....	204.1	203.7	202.9	78.77	78.84	75.31
Non-metallic mineral products.....	130.1	129.4	120.2	79.17	78.86	74.44
Clay products.....	94.1	93.3	87.3	72.33	72.25	69.00
Glass and glass products.....	138.9	140.5	128.1	77.38	77.67	72.18
Products of petroleum and coal.....	137.6	137.6	137.7	110.77	108.58	103.25
Chemical products.....	128.4	127.7	130.7	85.68	85.43	82.51
Medicinal and pharmaceutical preparations.....	117.8	116.6	119.1	75.71	75.90	73.55
Acids, alkalis and salts.....	139.9	138.6	150.6	96.71	96.72	92.45
Miscellaneous manufacturing industries.....	122.0	120.1	113.7	67.27	66.94	63.99
Construction	104.0	105.0	101.9	76.34	75.62	75.09
Building and general engineering.....	104.9	106.3	107.6	82.41	81.36	80.76
Highways, bridges and streets.....	102.5	102.9	92.4	66.35	66.08	64.55
Electric and motor transportation.....	124.0	123.9	119.1	76.87	76.79	72.94
Service	131.6	131.6	123.5	50.19	49.63	48.40
Hotels and restaurants.....	119.9	120.0	117.6	40.56	39.84	39.31
Laundries and dry cleaning plants.....	110.7	111.3	112.1	43.38	43.12	42.16
Industrial composite	113.0	113.7	113.0	73.09	72.34	70.02

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1959	Jan. 1959	Feb. 1958	Feb. 1959	Jan. 1959	Feb. 1958	Feb. 1959	Jan. 1959	Feb. 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.7	41.7	42.7	2.05	2.01	1.96	87.42	83.84	83.52
Metal mining.....	42.9	41.9	43.3	2.11	2.07	2.01	90.43	87.01	87.21
Gold.....	44.2	42.7	43.9	1.60	1.60	1.60	70.86	68.29	70.06
Other metal.....	42.4	41.6	43.0	2.30	2.26	2.17	97.69	93.95	93.44
Fuels.....	42.4	40.9	42.0	1.98	1.93	1.89	83.88	78.78	79.51
Coal.....	39.7	39.0	40.0	1.75	1.75	1.73	69.53	68.31	69.16
Oil and natural gas.....	45.3	43.9	45.1	2.20	2.18	2.13	99.83	95.45	95.88
Non-metal.....	41.9	42.0	41.5	1.83	1.81	1.76	76.80	76.25	72.92
Manufacturing	40.9	40.6	40.0	1.71	1.70	1.65	69.77	69.28	66.12
Durable goods.....	41.0	40.7	40.1	1.85	1.85	1.79	75.73	75.48	71.70
Non-durable goods.....	40.8	40.6	39.9	1.57	1.56	1.52	63.97	63.28	60.49
Bread and other bakery products.....	40.5	40.3	40.0	1.55	1.53	1.46	62.79	61.73	58.52
Food and beverages.....	40.4	39.8	39.5	1.80	1.79	1.71	72.89	71.15	67.39
Canned and preserved fruits and vegetables.....	39.8	39.6	38.1	1.41	1.38	1.37	56.06	54.56	52.24
Grain mill products.....	41.4	41.2	41.1	1.63	1.62	1.56	67.48	66.71	64.20
Bread and other bakery products.....	42.7	42.2	42.1	1.39	1.38	1.32	59.33	58.25	55.36
Distilled liquors.....	40.9	39.9	38.8	1.84	1.84	1.77	75.45	73.30	68.79
Malt liquors.....	38.7	38.5	39.1	2.13	2.12	1.98	82.50	81.35	77.54
Tobacco and tobacco products.....	39.6	39.7	40.8	1.52	1.51	1.43	60.21	59.79	58.51
Rubber products.....	42.1	41.8	39.7	1.77	1.75	1.66	74.57	73.08	65.94
Leather products.....	42.0	41.9	40.6	1.15	1.15	1.13	48.36	48.42	45.88
Boots and shoes (except rubber).....	42.2	42.2	40.8	1.11	1.11	1.08	46.70	46.70	44.02
Textile products (except clothing).....	42.3	42.5	40.5	1.28	1.28	1.24	54.32	54.46	50.10
Cotton yarn and broad woven goods.....	40.4	40.4	37.4	1.27	1.26	1.22	51.17	51.15	45.55
Woolen goods.....	43.7	44.0	42.2	1.21	1.20	1.16	52.78	52.89	49.12
Synthetic textiles and silk.....	43.6	44.8	43.2	1.37	1.35	1.33	59.65	60.69	57.46
Clothing (textile and fur).....	39.6	39.2	38.1	1.10	1.10	1.08	43.65	43.27	41.15
Men's clothing.....	39.3	38.6	37.8	1.11	1.11	1.09	43.82	42.95	41.16
Women's clothing.....	38.2	38.1	37.5	1.16	1.17	1.14	44.48	44.45	42.79
Knit goods.....	41.4	41.2	40.1	1.04	1.04	1.03	42.84	42.66	41.38
*Wood products.....	41.4	41.3	41.0	1.48	1.48	1.46	61.49	61.18	59.82
Saw and planing mills.....	40.6	40.7	40.7	1.58	1.58	1.57	64.41	64.36	63.86
Furniture.....	42.4	42.1	41.7	1.36	1.36	1.33	57.89	57.34	55.50
Other wood products.....	43.2	42.9	41.5	1.25	1.24	1.21	53.88	53.10	50.17
Paper products.....	41.3	40.8	40.4	1.99	1.98	1.93	82.37	80.73	78.01
Pulp and paper mills.....	41.5	40.9	40.5	2.14	2.13	2.08	88.95	86.97	84.20
Other paper products.....	40.8	40.6	40.2	1.57	1.57	1.50	64.22	63.59	60.18
Printing, publishing and allied industries.....	39.4	39.0	39.3	2.04	2.02	1.96	80.45	78.83	76.91
*Iron and steel products	40.9	40.6	40.1	1.97	1.97	1.88	80.81	80.07	75.51
Agricultural implements.....	41.7	38.9	39.9	1.97	1.96	1.88	82.21	76.15	74.85
Fabricated and structural steel.....	40.2	39.7	40.5	1.92	1.92	1.84	77.13	76.29	74.68
Hardware and tools.....	41.4	41.0	40.2	1.71	1.71	1.65	70.87	69.98	66.49
Heating and cooking appliances.....	41.4	40.3	40.3	1.69	1.68	1.62	70.17	67.94	65.49
Iron castings.....	41.1	41.1	39.9	1.90	1.89	1.83	77.82	77.83	72.86
Machinery.....	41.4	41.2	40.8	1.84	1.84	1.77	76.34	75.90	72.09
Machinery, industrial.....	41.5	41.3	40.6	1.85	1.85	1.79	77.00	76.54	72.55
Primary iron and steel.....	40.4	40.4	39.5	2.33	2.32	2.20	93.97	93.78	86.70
Sheet metal products.....	40.4	40.5	39.7	1.92	1.92	1.82	77.68	77.67	72.41
*Transportation equipment	40.7	40.3	39.4	1.96	1.98	1.87	80.00	79.95	73.72
Aircraft and parts.....	41.6	41.4	40.2	1.92	2.00	1.92	79.92	82.92	77.10
Motor vehicles.....	41.1	40.2	36.6	2.16	2.21	2.00	88.52	88.69	73.13
Motor vehicle parts and accessories.....	40.5	40.8	39.6	1.94	1.95	1.87	78.60	79.52	74.21
Railroad and rolling stock equipment.....	40.1	39.3	39.8	1.89	1.87	1.80	75.85	73.68	71.67
Shipbuilding and repairing.....	40.3	39.6	40.2	1.90	1.89	1.80	76.80	74.98	72.52
*Non-ferrous metal products	40.2	40.0	40.3	1.97	1.98	1.94	79.31	79.07	78.10
Aluminum products.....	40.5	40.3	40.3	1.73	1.72	1.66	70.29	69.45	66.74
Brass and copper products.....	40.0	40.1	39.4	1.82	1.83	1.76	73.08	73.33	69.23
Smelting and refining.....	40.2	39.9	40.5	2.20	2.21	2.13	88.42	88.35	86.10
*Electrical apparatus and supplies	40.3	40.4	39.7	1.76	1.76	1.73	70.65	70.86	68.52
Heavy electrical machinery and equipment.....	39.7	40.0	39.8	1.94	1.94	1.91	76.89	77.78	76.18
Telecommunication equipment.....	40.2	40.2	39.4	1.60	1.61	1.54	64.29	64.59	60.56
Refrigerators, vacuum cleaners and appliances.....	41.3	41.4	40.0	1.77	1.76	1.72	73.21	73.06	68.92
Wire and cable.....	39.5	39.8	40.6	1.91	1.93	1.88	75.46	76.67	76.37
Miscellaneous electrical products.....	40.5	40.3	39.4	1.66	1.65	1.63	67.30	66.46	64.22
*Non-metallic mineral products	43.0	42.8	41.7	1.74	1.74	1.66	74.89	74.61	69.43
Clay products.....	41.6	41.7	40.7	1.61	1.61	1.55	66.92	66.97	63.04
Glass and glass products.....	43.0	43.2	42.5	1.72	1.74	1.61	74.19	75.23	68.30
Products of petroleum and coal.....	41.0	41.2	41.0	2.40	2.40	2.28	98.43	98.58	93.36
Chemical products.....	40.7	40.7	40.5	1.87	1.86	1.79	76.08	75.82	72.50
Medicinal and pharmaceutical preparations.....	40.3	40.3	40.7	1.43	1.43	1.41	57.51	57.63	57.22
Acids, alkalis and salts.....	40.8	41.0	41.0	2.15	2.14	2.05	87.57	87.96	84.13
Miscellaneous manufacturing industries.....	41.8	41.3	40.8	1.41	1.41	1.38	58.94	58.36	56.18
Construction	40.5	39.8	40.6	1.82	1.82	1.79	73.78	72.75	72.63
Building and general engineering.....	40.0	39.1	40.2	1.98	1.98	1.94	79.14	77.34	77.95
Highways, bridges and streets.....	41.4	41.2	41.5	1.54	1.55	1.48	63.84	63.91	61.38
Electric and motor transportation.....	44.5	44.6	43.8	1.73	1.72	1.66	76.89	76.81	72.84
Service	39.4	39.0	39.6	1.00	0.99	0.99	39.26	38.53	39.36
Hotels and restaurants.....	39.8	39.2	40.1	0.98	0.97	0.96	39.10	38.07	38.54
Laundries and dry cleaning plants.....	38.9	38.8	39.0	0.98	0.98	0.94	37.98	37.85	36.58

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958						
February.....	40.0	1.65	66.12	158.4	123.7	128.1
March.....	40.4	1.66	66.98	160.5	124.3	129.1
April.....	40.4	1.66	67.23	161.1	125.2	128.7
May.....	40.7	1.67	68.05	163.0	125.1	130.3
June.....	40.5	1.67	67.47	161.6	125.1	129.2
July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959						
January.....	40.6	1.70	69.28	166.0	126.1	131.6
February (1).....	40.9	1.71	69.77	167.2	125.7	133.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment(2)		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
May	1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
May	1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
May	1, 1955.....	15,508	14,655	30,163	394,275	98,601	492,876
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
May	1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
May	1, 1958.....	17,323	13,174	30,497	581,382R	165,402R	746,784R
June	1, 1958.....	15,172	14,677	29,849	443,407	156,591	599,998
July	1, 1958.....	11,011	13,040	24,051	348,074	155,231	503,305
August	1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
September	1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October	1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November	1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December	1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January	1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February	1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March	1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April	1, 1959(1).....	11,740	13,399	25,139	611,941	169,625R	781,566R
May	1, 1959(1).....	16,883	16,280	33,163	498,897	161,742	660,639

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision. R—Revised.

(2) From December 1, 1958 registration figures during the seasonal benefit period do not include claimants for fishing benefits. As figures for December 1, 1957 to July 1, 1958 did include claimants for fishing benefits, they have been adjusted.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31, 1959⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				February 27, 1959	March 31, 1958		
Agriculture, Fishing, Trapping	854	182	1,036	+	519	+	175
Forestry	268	5	273	-	602	+	46
Mining, Quarrying and Oil Wells	509	54	563	-	97	-	92
Metal Mining.....	305	14	319	-	81	-	125
Fuels.....	77	19	96	-	18	-	31
Non-Metal Mining.....	29	3	32	+	27	-	3
Quarrying, Clay and Sand Pits.....	5	1	6	-	17	-	8
Prospecting.....	93	17	110	-	8	+	75
Manufacturing	2,685	2,041	4,726	+	621	+	1,264
Foods and Beverages.....	212	154	366	+	111	+	88
Tobacco and Tobacco Products.....	3	5	8	-	4	-	9
Rubber Products.....	19	13	32	-	5	+	7
Leather Products.....	41	111	152	-	24	+	42
Textile Products (except clothing).....	83	95	178	+	18	+	36
Clothing (textile and fur).....	88	793	881	-	33	+	135
Wood Products.....	238	72	310	-	28	+	74
Paper Products.....	121	45	166	+	42	+	55
Printing, Publishing and Allied Industries.....	108	122	230	+	15	+	39
Iron and Steel Products.....	522	147	669	+	140	+	252
Transportation Equipment.....	425	60	485	+	62	+	33
Non-Ferrous Metal Products.....	97	44	141	-	12	-	3
Electrical Apparatus and Supplies.....	282	114	396	+	139	+	214
Non-Metallic Mineral Products.....	176	49	225	+	110	+	145
Products of Petroleum and Coal.....	44	17	61	+	20	+	28
Chemical Products.....	143	120	263	+	54	+	74
Miscellaneous Manufacturing Industries.....	83	80	163	+	16	+	54
Construction	1,199	92	1,291	+	509	+	48
General Contractors.....	832	52	884	+	374	-	1
Special Trade Contractors.....	367	40	407	+	135	+	49
Transportation, Storage and Communication	883	315	1,198	+	566	+	249
Transportation.....	770	149	919	+	514	+	181
Storage.....	30	18	48	-	2	+	12
Communication.....	83	148	231	+	54	+	56
Public Utility Operation	150	38	188	+	40	+	39
Trade	1,920	2,100	4,020	+	719	+	882
Wholesale.....	613	568	1,181	+	199	+	419
Retail.....	1,307	1,532	2,839	+	520	+	463
Finance, Insurance and Real Estate	598	906	1,504	+	150	+	477
Service	2,374	7,242	9,616	+	1,456	+	1,633
Community or Public Service.....	297	1,393	1,690	+	272	+	394
Government Service.....	1,202	377	1,579	-	204	+	413
Recreation Service.....	61	69	130	+	48	-	18
Business Service.....	348	472	820	+	64	+	321
Personal Service.....	466	4,931	5,397	+	1,276	+	523
GRAND TOTAL	11,440	12,975	24,415	+	3,881	+	4,721

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT APRIL 2, 1959⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,509	965	2,474	10,829	2,264	13,093
Clerical Workers.....	1,099	4,095	5,194	20,912	53,529	74,441
Sales Workers.....	1,232	962	2,194	8,864	21,620	30,484
Personal and Domestic Service Workers.....	576	5,684	6,260	46,437	31,973	78,410
Seamen.....	19	.....	19	6,338	43	6,381
Agriculture, Fishing, Forestry (Ex. log.).....	827	51	878	6,599	1,004	7,603
Skilled and Semiskilled Workers.....	4,087	1,228	5,315	299,485	25,673	325,158
Food and kindred products (incl. tobacco).....	56	10	66	2,606	829	3,435
Textiles, clothing, etc.....	80	879	959	3,546	15,092	18,638
Lumber and lumber products.....	274	3	277	49,015	226	49,241
Pulp, paper (incl. printing).....	55	9	64	1,602	701	2,303
Leather and leather products.....	29	71	100	1,602	1,173	2,775
Stone, clay and glass products.....	22	.....	22	925	62	987
Metalworking.....	485	18	503	26,200	1,280	27,480
Electrical.....	90	33	123	4,972	1,496	6,468
Transportation equipment.....	11	.....	11	2,067	43	2,110
Mining.....	148	.....	148	4,229	.....	4,229
Construction.....	708	.....	708	87,386	15	87,401
Transportation (except seamen).....	434	27	461	55,593	214	55,807
Communication and public utility.....	52	1	53	1,677	5	1,682
Trade and service.....	203	133	336	6,920	2,747	9,667
Other skilled and semiskilled.....	1,298	36	1,334	34,844	1,379	36,223
Foremen.....	87	7	94	6,755	395	7,150
Apprentices.....	55	1	56	9,546	16	9,562
Unskilled Workers.....	2,391	414	2,805	212,477	33,519	245,996
Food and tobacco.....	22	61	83	9,177	10,310	19,487
Lumber and lumber products.....	87	11	98	28,078	508	28,586
Metalworking.....	76	9	85	9,415	816	10,231
Construction.....	1,123	.....	1,123	110,060	5	110,065
Other unskilled workers.....	1,083	333	1,416	55,747	21,880	77,627
GRAND TOTAL.....	11,740	13,399	25,139	611,941	169,625	781,566

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT APRIL 2, 1959

(SOURCE: U I.C. 757)

Office	Unfiled Vacancies(%)			Registrations		
	(1) April 2, 1959	Previous Month Feb. 26, 1959	Previous Year April 3, 1958	(1) April 2, 1959	Previous Month Feb. 26, 1959	Previous Year April 3, 1958
Newfoundland	428	275	173	26,392	29,489	30,986
Corner Brook.....	10	24	.....	6,297	6,389	6,973
Grand Falls.....	4	7	2	2,518	2,574	3,174
St. John's.....	414	244	171	17,577	20,526	20,839
Prince Edward Island	116	64	62	5,884	6,101	5,985
Charlottetown.....	93	64	54	3,660	3,874	3,704
Summerside.....	23	18	8	2,224	2,227	2,281
Nova Scotia	710	614	752	40,511	40,702	38,851
Amherst.....	18	9	12	1,388	1,283	1,779
Bridgewater.....	34	18	13	2,445	2,499	2,485
Halifax.....	499	389	519	6,481	6,785	7,122
Inverness.....	.....	.....	.....	1,465	1,460	1,566
Kentville.....	52	69	33	4,181	4,237	4,681
Liverpool.....	13	17	5	929	853	1,076
New Glasgow.....	24	18	28	5,254	5,065	5,636
Springhill.....	.....	.....	.....	1,670	1,461	1,261
Sydney.....	13	13	75	10,714	11,070	6,695
Truro.....	2	10	10	2,278	2,034	2,743
Yarmouth.....	55	71	57	3,706	3,955	3,807
New Brunswick	730	513	658	41,205	40,509	44,726
Bathurst.....	7	26	12	6,760	6,995	7,280
Campbellton.....	42	17	35	3,555	3,165	3,782
Edmundston.....	7	4	16	3,449	3,152	3,919
Fredericton.....	117	105	153	3,002	2,602	3,063
Minto.....	21	40	.....	923	804	1,035
Moncton.....	322	155	281	10,207	11,072	11,013
Newcastle.....	2	2	3	4,341	4,163	4,541
Saint John.....	173	117	133	3,012	3,263	3,822
St. Stephen.....	5	8	9	2,299	2,291	2,278
Sussex.....	27	39	3	972	767	1,021
Woodstock.....	7	.....	13	2,685	2,235	2,972
Quebec	4,977	4,415	4,402	265,630	264,612	280,760
Alma.....	16	24	84	3,685	3,470	3,319
Asbestos.....	9	5	12	1,170	1,214	1,412
Beauharnois.....	32	27	35	1,568	1,725	1,581
Buckingham.....	26	13	34	2,210	1,880	1,857
Causapscal.....	8	22	2	4,252	3,815	4,747
Chandler.....	3	2	7	2,847	2,879	2,936
Chicoutimi.....	95	54	47	3,736	3,540	3,188
Dolbeau.....	10	11	6	3,262	2,223	3,417
Drummondville.....	38	18	22	3,101	3,073	3,020
Farnham.....	23	20	20	1,484	1,547	1,529
Forestville.....	1	1	30	3,623	3,613	3,611
Gaspé.....	7	3	2	2,786	2,646	2,786
Granby.....	65	86	26	2,797	2,601	2,749
Hull.....	47	43	100	5,160	5,346	5,683
Joliette.....	59	47	77	5,537	5,674	5,757
Jonquière.....	32	9	29	3,934	3,958	3,602
Lachute.....	23	15	11	1,224	1,204	1,274
La Malbaie.....	30	17	8	3,436	3,584	3,494
La Tuque.....	80	297	36	1,455	1,476	1,449
Lévis.....	60	52	81	5,947	6,166	1,373
Louiseville.....	25	12	38	2,063	2,068	2,382
Magog.....	1	1	1	974	1,043	1,338
Maniwaki.....	18	.....	3	1,945	1,479	2,621
Matane.....	13	10	5	5,532	5,406	6,178
Mégantic.....	3	12	8	2,143	1,790	2,247
Mont-Laurier.....	.....	1	6	2,019	1,556	2,249
Montmagny.....	7	6	19	3,389	2,776	3,760
Montreal.....	2,509	2,033	2,064	78,433	84,330	81,812
New Richmond.....	5	3	2	3,118	3,224	3,229
Port Alfred.....	162	1	289	1,955	1,978	2,388
Quebec.....	444	438	421	18,227	18,718	19,423
Rimouski.....	77	47	73	6,321	6,344	7,136
Rivière du Loup.....	13	12	11	8,147	7,526	8,539
Roberval.....	84	130	10	2,403	1,858	2,723
Rouyn.....	19	163	69	5,511	3,664	6,177
Ste. Agathe.....	2	6	21	1,961	1,821	1,931
Ste. Anne de Bellevue.....	52	27	44	1,457	1,698	1,673
Ste. Thérèse.....	28	22	37	2,799	3,053	2,718
St. Hyacinthe.....	81	50	33	2,735	2,974	3,494
St. Jean.....	93	56	63	2,719	2,665	2,590
St. Jérôme.....	49	22	20	2,479	2,673	2,543
Sept-Îles.....	48	66	67	2,271	2,397	2,726
Shawinigan.....	12	9	22	7,539	6,946	7,583
Sherbrooke.....	153	146	103	6,783	6,641	7,457
Sorel.....	40	64	72	3,755	4,479	3,198
Theftford Mines.....	35	36	54	2,916	3,002	2,759
Trois-Rivières.....	258	147	126	7,353	7,673	8,283
Val d'Or.....	11	54	.....	3,091	1,948	4,267

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 2, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) April 2, 1959	Previous Month Feb. 26, 1959	Previous Year April 3, 1958	(1) April 2, 1959	Previous Month Feb. 26, 1959	Previous Year April 3, 1958
Quebec—Cont'd.						
Valleyfield.....	17	19	11	3,426	3,465	3,704
Victoriaville.....	12	18	24	2,831	2,829	3,874
Ville St. Georges.....	42	38	17	6,121	4,954	5,974
Ontario	9,044	7,146	7,512	239,176	240,906	253,921
Amprior.....	5	79	13	509	536	681
Barrie.....	23	28	31	1,756	1,717	1,634
Belleville.....	66	46	23	2,595	2,558	3,025
Bracebridge.....	80	90	60	1,996	1,845	1,974
Brampton.....	29	41	22	3,663	2,184	1,529
Brantford.....	86	71	57	2,390	2,822	3,565
Brockville.....	23	12	29	905	922	690
Carleton Place.....	16	15	6	553	570	478
Chatham.....	95	73	104	2,509	2,721	3,438
Cobourg.....	21	14	2	968	1,061	1,148
Collingwood.....	9	4	7	1,346	1,253	966
Cornwall.....	105	100	100	4,724	4,878	5,064
Fort Erie.....	8	3	18	784	919	1,048
Fort Frances.....	30	17	28	991	848	1,035
Fort William.....	333	142	515	3,882	3,746	3,727
Galt.....	96	68	47	1,611	1,666	2,291
Gananoque.....	12	2	3	494	550	510
Goderich.....	25	13	26	735	757	996
Guelph.....	36	55	38	2,091	2,369	2,635
Hamilton.....	691	621	502	16,795	18,156	18,841
Hawkesbury.....	19	15	23	1,765	1,504	1,569
Ingersoll.....	26	22	27	751	995	1,015
Kapuskasing.....	5	43	5	1,795	850	1,904
Kenora.....	75	7	81	1,264	1,004	1,305
Kingston.....	96	73	98	2,611	2,867	2,450
Kirkland Lake.....	66	48	52	2,088	1,978	2,086
Kitchener.....	122	90	103	2,963	3,024	4,478
Leamington.....	29	20	42	1,206	1,328	1,296
Lindsay.....	15	11	13	1,038	1,049	1,048
Listowel.....	31	28	50	586	570	694
London.....	625	504	438	5,441	6,180	6,288
Long Branch.....	162	122	94	5,286	5,250	4,719
Midland.....	21	12	11	1,706	1,819	1,623
Napanee.....	4	3	4	896	978	1,051
Newmarket.....	64	54	36	1,885	1,926	1,701
Niagara Falls.....	56	38	26	3,601	3,831	3,413
North Bay.....	23	20	20	3,016	2,736	3,173
Oakville.....	113	70	59	1,209	1,180	1,078
Orillia.....	33	21	17	1,433	1,555	1,537
Oshawa.....	140	44	101	4,334	4,432	5,052
Ottawa.....	805	648	818	7,541	8,183	8,001
Owen Sound.....	13	21	17	2,499	2,744	3,375
Parry Sound.....	1	3	10	892	807	570
Pembroke.....	95	35	103	2,690	2,507	3,088
Perth.....	24	17	26	845	919	928
Peterborough.....	46	61	171	4,163	4,192	4,923
Picton.....	12	12	9	653	704	749
Port Arthur.....	164	106	292	6,128	5,992	6,994
Port Colborne.....	5	4	13	1,286	1,662	1,428
Prescott.....	14	12	30	1,343	1,469	1,480
Renfrew.....	5	3	15	1,051	1,059	1,192
St. Catharines.....	115	95	104	5,450	5,723	5,940
St. Thomas.....	63	55	35	1,194	1,294	1,512
Sarnia.....	60	62	43	3,362	3,730	3,177
Sault Ste. Marie.....	134	152	212	3,410	3,440	3,801
Simcoe.....	57	30	46	1,624	1,692	1,701
Sioux Lookout.....	4	6	8	395	253	347
Smiths Falls.....	27	16	13	637	627	627
Stratford.....	46	39	15	1,217	1,311	1,412
Sturgeon Falls.....	1	2	.....	1,610	1,459	1,624
Sudbury.....	307	211	309	6,695	7,277	7,615
Timmins.....	67	80	144	3,562	2,853	3,630
Toronto.....	2,981	2,278	1,824	59,600	59,483	60,802
Trenton.....	39	41	39	1,117	1,232	1,109
Walkerton.....	41	37	50	1,054	1,045	1,024
Wallaceburg.....	3	4	4	931	1,025	869
Welland.....	20	22	27	2,915	3,057	3,726
Weston.....	144	173	94	6,943	4,652	3,488
Windsor.....	169	127	84	11,204	12,229	14,538
Woodstock.....	68	55	26	976	1,106	1,496
Manitoba	2,456	1,963	1,639	29,672	31,655	35,004
Brandon.....	238	189	210	3,046	3,199	3,451
Dauphin.....	44	7	19	2,042	2,164	2,319
Flin Flon.....	47	32	18	294	282	366
Portage la Prairie.....	79	54	61	1,498	1,601	1,882
The Pas.....	146	11	27	451	510	398
Winnipeg.....	1,902	1,670	1,304	22,341	23,899	26,588

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 2, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) April 2, 1959	Previous Month Feb. 26, 1959	Previous Year April 3, 1958	(1) April 2, 1959	Previous Month Feb. 26, 1959	Previous Year April 3, 1958
Saskatchewan	1,423	869	1,265	24,119	25,946	26,047
Estevan.....	61	43	62	672	648	879
Moose Jaw.....	204	57	180	1,834	2,112	1,956
North Battleford.....	60	38	53	2,097	2,257	2,397
Prince Albert.....	88	54	89	3,152	3,050	3,183
Regina.....	394	295	378	5,543	6,260	5,990
Saskatoon.....	360	225	303	5,199	5,640	5,578
Swift Current.....	111	63	69	1,196	1,390	1,376
Weyburn.....	49	29	55	627	658	734
Yorkton.....	96	65	76	3,799	3,931	3,954
Alberta	2,896	2,377	2,361	35,681	37,336	43,111
Blairmore.....	11	35	3	813	680	956
Calgary.....	1,099	891	851	9,248	10,239	11,193
Drumheller.....	18	29	10	992	589	1,080
Edmonton.....	1,202	995	1,017	17,472	18,414	21,409
Edson.....	12	62	47	821	575	834
Lethbridge.....	308	177	220	3,205	3,576	3,665
Medicine Hat.....	179	115	164	1,366	1,678	1,832
Red Deer.....	67	73	49	1,764	1,585	2,142
British Columbia	2,359	1,587	1,798	73,296	80,869	93,648
Chilliwack.....	81	42	62	1,869	2,646	2,689
Courtenay.....	11	25	7	1,026	1,537	1,703
Cranbrook.....	10	5	9	1,518	1,250	2,044
Dawson Creek.....	17	10	37	1,854	1,655	1,943
Duncan.....	28	13	16	794	1,177	1,370
Kamloops.....	25	22	36	2,259	2,228	3,333
Kelowna.....	23	10	9	1,957	2,236	2,106
Kitimat.....	7	11	18	421	437	822
Mission City.....	18	34	7	1,184	1,522	1,698
Nanaimo.....	18	14	25	1,302	1,861	2,297
Nelson.....	19	19	21	1,594	1,703	1,953
New Westminster.....	281	156	171	9,101	10,571	10,433
Penticton.....	18	20	15	1,978	2,353	2,310
Port Alberni.....	32	22	17	972	1,122	1,467
Prince George.....	68	75	85	2,991	2,330	3,947
Prince Rupert.....	15	15	43	1,828	2,117	2,245
Princeton.....	3	4	4	612	593	753
Trail.....	62	35	23	1,468	1,529	1,701
Vancouver.....	1,156	833	796	30,238	32,806	39,829
Vernon.....	42	27	20	2,776	2,880	2,976
Victoria.....	193	156	184	4,860	5,603	5,352
Whitehorse.....	232	39	193	694	713	677
Canada	25,139	19,823	20,622	781,566	798,125	853,039
Males.....	11,740	9,007	9,730	611,941	623,338	681,991
Females.....	13,399	10,816	10,892	169,625	174,787	171,048

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (3 months).....	143,553	89,768	53,785	10,801	37,074	53,498	28,276	13,904
1959 (3 months).....	170,792	112,266	58,526	12,904	43,719	61,540	35,581	17,048

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 2, 1959 TO MARCH 31, 1959

(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario					
	Vacancies Notified		Placements		Vacancies Notified		Placements		Vacancies Notified		Placements		Vacancies Notified		Placements		Vacancies Notified		Placements		Vacancies Notified		Placements			
	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out	Reg-ular	Trans-fers out		
Agriculture	1		23	15	1	1	31	19																		
Forestry	37						102	64																		
Fishing and Trapping ...							35	15	10																	
Mining, Quarrying and Oil Wells	91	33					24	18	1	12	59	44	1	1	385	229	17	66	872	485	16	151				
Metal Mining.....	91	33													273	143		66	780	434	8	146				
Fuels.....							22	18			55	42			7				20							
Non-Metal Mining.....							1				1				70	53	10		3							
Quarrying, Clay and Sand Plus.....							1		1		1				17	16			44	36	2	2				
Prospecting.....							1				4				18	17			25	9	6					
Manufacturing	227	60	26	15	9	1,399	1,059	170	61	1,335	900	69	6	17,054	13,426	585	286	22,596	16,526	2,088	400					
Tobacco and Beverages...	162	8	7	3	2	166	81	37			276	187	12	2	1,348	1,084	59	13	1,295	808	204	9				
Textiles.....																										
Rubber Products.....																										
Leather Products.....																										
Textile Products (except clothing).....	1		7	6	1	1			1	1	2															
Clothing (textile and fur)	47	47									176	51	2		1,299	1,013	36	10	712	562	20	6				
Wood Products.....	1		2				69	60	4	1	174	122	1	3	5,010	4,097	60	14	1,746	1,238	5	2				
Paper Products.....							2				28	24			1,333	1,076	80	9	1,185	723	255	14				
Printing, Publishing and Allied Industries.....	1																									
Iron and Steel Products	3	2	1	2			26	17	4		19	12	1	1	631	399	61	3	1,369	674	436	8				
Transportation Equip-ment.....	3						419	360	38	31	322	212	26		1,190	865	42	21	5,796	4,653	292	153				
Non-Ferrous Metal Products.....	1						493	397	41	27	268	248	8		1,493	1,259	37	41	2,790	2,109	155	116				
Electrical Apparatus and Supplies.....	1						6	2			11	7	4		613	365	8	149	1,102	754	86	10				
Non-Metallic Mineral Products.....	1						15	3	1						685	446	12	7	1,568	1,217	80	19				
Products of Petroleum and Coal.....							57	26	23	1	28	22			440	310	13	3	783	545	114	3				
Chemical Products.....							1	1			2	1			94	31	12		57	29	2	1				
Miscellaneous Manufac-turing Industries.....	7		5	2	2	8	7	1			5	2	1		604	445	40	2	1,324	1,075	74	3				

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 2, 1959 TO MARCH 31, 1959

(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Transfers		Placements		Transfers		Placements		Transfers		Placements		Transfers		Placements		Transfers		Placements		Transfers	
	Reg-ular	Cas-ual	Reg-ular	Trans-out	Reg-ular	Cas-ual	Reg-ular	Trans-out	Reg-ular	Cas-ual	Reg-ular	Cas-ual	Reg-ular	Cas-ual	Reg-ular	Cas-ual	Reg-ular	Cas-ual	Reg-ular	Cas-ual	Reg-ular	Cas-ual	Reg-ular	Cas-ual
Construction	192	21	1	2	48	29	11	2	712	450	143	60	36	4,916	4,021	312	136	7,620	5,660	1,095	149			
General Contractors.....	141	100	16	2	21	16	3	2	517	362	63	52	27	3,409	2,788	190	123	5,302	4,097	664	118			
Special Trade Contractors.....	51	37	5	.....	27	13	8	.....	195	88	80	8	9	1,507	1,233	113	13	2,318	1,563	431	31		
Transportation, Storage and Communication	53	15	27	.....	26	12	8	.....	526	173	325	12	6	6,314	1,629	4,137	18	3,196	1,392	1,241	11		
Transportation.....	36	8	20	.....	20	9	8	.....	496	155	317	12	6	6,052	1,529	4,086	9	2,718	1,165	1,143	9		
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	5	2	3	.....	.....	53	24	17	.....	243	132	82	2		
Communication.....	17	7	.....	.....	6	3	.....	.....	25	16	5	.....	4	209	86	34	9	235	95	16	.....		
Public Utility Operation	13	5	3	.....	2	2	.....	.....	55	14	39	.....	.....	162	73	8	.....	424	252	34	3		
Trade	158	55	49	.....	186	77	41	.....	1,031	489	263	10	788	373	187	948	25	12,457	6,453	2,666	273		
Wholesale.....	66	20	31	.....	14	12	2	.....	324	127	141	5	277	109	97	.....	.....	1,856	1,116	2,257	1,024		
Retail.....	92	35	18	.....	172	65	39	.....	707	362	122	5	511	264	90	.....	.....	4,487	2,876	4,196	1,642		
Finance, Insurance and Real Estate	27	13	3	.....	20	18	1	.....	193	94	22	.....	124	56	19	.....	.....	1,145	604	290	9		
Service	701	175	168	2	495	191	233	2,378	1,059	712	29	3,024	2,038	454	9	14,488	8,187	27,032	16,403	6,814	234		
Community or Public Service.....	49	21	11	.....	27	10	6	.....	192	91	54	.....	160	61	58	.....	.....	970	629	83	6		
Government Service.....	410	105	26	2	101	86	3	701	486	90	28	1,756	1,580	73	9	2,829	2,145	7,614	7,751	526	106		
Recreation Service.....	.....	.....	.....	.....	1	.....	1	.....	31	18	4	.....	31	7	21	.....	.....	2,206	87	41	.....		
Business Service.....	12	1	6	.....	9	4	.....	.....	114	51	50	.....	53	30	3	.....	.....	1,199	745	265	.....		
Personal Service.....	230	48	125	.....	357	91	217	.....	1,340	413	514	1	1,024	360	299	.....	.....	9,284	4,581	2,608	80		
Totals	1,500	495	427	19	826	359	304	3	6,486	3,454	1,685	187	7,517	4,487	1,391	93	53,815	33,043	9,404	1,282	78,290	49,281	14,237	1,364
Males	1,184	316	426	19	295	167	82	3	4,327	2,332	1,244	183	5,512	3,320	1,096	90	32,892	19,319	6,853	1,194	49,641	32,130	10,867	1,235
Females	316	179	1	1	531	192	222	2,159	1,122	441	4	2,005	967	295	3	29,923	13,714	2,551	88	23,649	17,151	3,370	1,29

¹ Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 2, 1959 TO MARCH 31, 1959

(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements		
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out
Agriculture	281	175	17	675	358	7	2,469	814	9	325	227	15	5,154	2,401	53
Forestry	132	172	9	20	11		586	534	1	1,035	893	6	5,920	3,536	781
Fishing and Trapping	3	2					15	7	4	15	15		71	41	
Mining, Quarrying and Oil Wells	210	157	24	173	87	9	1,040	762	20	345	63	9	3,199	1,878	285
Metal Mining.....	179	132	24	81	51	7	594	427	18	289	35	3	1,670	807	12
Fuels.....	5			23	4		133	127	1	16	5	1	120	66	10
Non-Metal Mining.....	3	2		60	26	2	293	179	2	14	6		207	186	3
Quarrying, Clay and Sand Pits.....	23	22											433	259	4
Prospecting.....															
Manufacturing	3,473	1,986	539	544	321	104	2,119	1,413	323	6	4,878	3,675	53,351	39,081	806
Foods and Beverages.....	414	200	137	135	56	60	361	194	139		461	280	4,628	2,901	353
Tobacco and Tobacco Products.....								6			2	2	215	194	3
Rubber Products.....	60	45	8	4	4			12	10		6	4	451	320	46
Leather Products.....	104	80	15		1		28	20	2		0	2	1,441	1,151	0
Textile Products (except clothing).....	816	635	47	48	23	2	90	70	7		58	3	2,143	1,717	0
Clothing (textile and fur).....	213	116	64	51	27	14	250	156	26		151	3	8,183	6,479	17
Wood Products.....	51	35	2	20	16	3	41	32	2		2,641	2,266	5,809	4,366	537
Paper Products.....											183	118	1,883	1,340	37
Printing, Publishing and Allied Industries.....	170	85	40	43	27	4	74	48	15		155	48	2,489	1,346	13
Iron and Steel Products.....	612	411	135	68	48	10	448	301	65		284	45	9,133	7,929	853
Transportation Equipment.....	190	142	6	100	69	1	263	182	6		170	19	3,459	2,933	188
Non-Ferrous Metal Products.....	83	50	8	34	18	5	34	18	5		292	27	2,472	1,783	168
Electrical Apparatus and Supplies.....	111	52	10	3	3		26	23	3		68	40	1,472	1,033	106
Non-Metallic Mineral Products.....	73	44	14	31	19	8	235	185	14		1	15	1,714	1,188	20
Products of Petroleum and Coal.....	23	12	2	19	11	2	35	14	2		23	12	1,954	1,111	9
Chemical Products.....	175	35	41	11	10	2	141	91	35		123	58	2,243	1,300	22
Miscellaneous Manufacturing In- dustries.....	76	44	9	10	9		70	51	2		71	32	2,177	1,667	155
Construction	1,899	1,119	167	1,116	870	102	1,599	1,133	207	3	1,662	1,123	20,786	15,295	2,444
General Contractors.....	1,557	897	95	577	435	57	986	768	102		1,306	908	20,711	15,980	1,513
Special Trade Contractors.....	342	222	72	539	435	45	604	415	105	2	356	215	6,075	4,315	931
Transportation, Storage and Com- munication	816	264	192	305	142	3	639	336	133	6	1,086	350	13,736	4,432	6,956
Transportation.....	603	188	115	217	115	46	423	233	71	5	873	240	12,176	3,746	6,560
Storage.....	141	44	74	59	16	31	137	59	58	1	109	67	3,746	3,347	56
Communication.....	72	32	3	29	11	7	79	44	4		104	43	807	359	93

TABLE D-6—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 2, 1959 TO MARCH 31, 1959

(SOURCE: U.I.C 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied	Placements		Va-can-cies Noti-fied
	Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual	
Public Utility Operation	41	2	156	51	20	100	77	1	1	110	78	9	596	116	4
Trade	1,342	893	1,718	907	447	3,515	1,671	1,041	5	3,896	1,542	1,549	16,901	8,085	337
Wholesale.....	1,413	544	1,525	235	206	1,460	669	353	1	1,082	534	242	5,651	3,165	214
Retail.....	1,473	349	1,193	672	241	2,055	1,002	486	4	2,914	1,008	1,307	11,250	4,920	123
Finance, Insurance and Real Estate	226	28	244	154	11	597	360	35	1	797	421	43	3,104	424	21
Service	1,890	1,626	3,080	1,614	640	8,047	4,111	1,428	68	8,555	5,001	1,552	40,369	16,940	471
Community or Public Service.....	616	306	331	160	48	1,053	380	48	17	755	362	175	6,308	3,237	48
Government Service.....	1,020	788	750	558	11	2,478	2,047	116	45	2,710	2,259	172	17,805	1,846	213
Recreation Service.....	173	37	48	32	8	119	73	20	.....	130	78	25	1,584	329	53
Business Service.....	198	81	173	106	23	612	389	44	.....	636	238	86	2,638	681	25
Personal Service.....	2,860	1,509	1,778	758	550	3,785	1,222	1,200	3	4,274	2,004	1,139	16,025	13,742	134
Totals	14,792	7,374	8,031	4,515	1,424	20,717	11,268	3,292	113	22,894	13,388	4,036	127,654	39,583	3,555
Males	9,002	4,622	4,883	2,805	883	12,953	7,658	1,844	91	13,408	8,390	2,830	81,459	27,520	3,287
Females	5,790	2,752	3,148	1,710	541	7,764	3,610	1,348	22	9,356	4,798	1,836	46,195	12,063	268

¹Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MARCH, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	37.0	148,078	3,111,152
Prince Edward Island.....	8.6	34,310	641,738
Nova Scotia.....	44.4	177,711	3,625,098
New Brunswick.....	42.0	168,044	3,438,641
Quebec.....	252.2	1,008,907	22,148,465
Ontario.....	225.5	902,174	19,174,934
Manitoba.....	28.8	115,202	2,523,274
Saskatchewan.....	24.1	96,247	2,165,540
Alberta.....	31.6	126,200	2,925,428
British Columbia.....	69.0	275,861	6,114,169
Total, Canada, March 1959.....	763.2	3,052,734	65,868,439
Total, Canada, February 1959.....	673.4	2,693,527	58,076,106
Total, Canada, March 1958.....	802.2	3,369,253	72,382,046

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW- ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MARCH 31, 1959

SOURCE:—Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)						Percent- age Postal	March 31, 1958 Total claimants	
		2 or Less	3-4	5-8	9-12	13-16	17-20			Over 20
Canada.....	766,862	NOT AVAILABLE						43.9	859,639	
Male.....	609,798							47.4	699,345	
Female.....	157,064							30.2	160,294	
Excluding T.....	678,208	103,077	54,512	90,920	113,827	153,458	61,481	100,933	43.8	754,917
Prairie P.....	539,389	84,036	44,550	72,892	91,435	130,680	49,078	66,718	47.1	613,650
Provinces F.....	138,819	19,041	9,962	18,028	22,392	22,778	12,403	34,215	30.7	141,267
Newfoundland.....	31,818	2,146	1,529	3,744	7,048	11,687	2,503	3,161	80.7	37,797
Male.....	30,028	1,983	1,423	3,474	6,729	11,361	2,362	2,696	82.6	36,194
Female.....	1,790	163	106	270	319	326	141	465	49.4	1,603
Prince Edward Island.....	6,869	333	177	557	1,399	3,181	665	557	78.0	6,680
Male.....	5,854	280	146	464	1,189	2,860	553	362	81.1	5,759
Female.....	1,015	53	31	93	210	321	112	195	60.5	921
Nova Scotia.....	44,565	6,614	3,119	4,996	9,284	10,992	3,663	5,897	54.8	44,235
Male.....	38,874	5,999	2,755	4,204	8,261	10,005	3,174	4,476	56.5	38,954
Female.....	5,691	615	364	792	1,023	987	489	1,421	43.5	5,281
New Brunswick.....	41,777	5,296	2,828	5,316	7,928	11,755	4,425	4,229	73.4	46,061
Male.....	35,691	4,828	2,531	4,617	6,806	10,356	3,602	2,951	76.5	40,096
Female.....	6,086	468	297	699	1,122	1,399	823	1,278	54.9	5,965
Quebec.....	258,793	39,470	20,215	37,266	43,179	57,138	23,931	37,594	45.8	279,966
Male.....	213,472	32,733	17,243	31,586	36,585	49,963	19,716	25,646	49.7	232,995
Female.....	45,321	6,737	2,972	5,680	6,594	7,175	4,215	11,948	27.7	46,971
Ontario.....	226,950	38,271	21,913	30,363	34,204	44,652	19,632	37,915	30.0	251,274
Male.....	166,695	28,999	17,002	22,193	24,735	35,269	14,902	23,595	30.7	188,451
Female.....	60,255	9,272	4,911	8,170	9,469	9,383	4,730	14,320	27.9	62,823
Manitoba.....	28,974							39.3	35,851	
Male.....	22,308							45.0	27,691	
Female.....	6,666							20.1	8,160	
Saskatchewan.....	22,834							58.1	25,219	
Male.....	18,493							62.9	21,053	
Female.....	4,341							37.4	4,166	
Alberta.....	36,846							40.1	43,652	
Male.....	29,608							43.6	36,951	
Female.....	7,238							25.6	6,701	
British Columbia.....	67,436	10,947	4,731	8,678	10,785	14,053	6,662	11,580	35.8	88,904
Male.....	48,775	9,214	3,450	6,354	7,130	10,866	4,769	6,992	37.4	71,201
Female.....	18,661	1,733	1,281	2,324	3,655	3,187	1,893	4,588	31.6	17,703

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
MARCH, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,376	4,509	867	5,504	4,824	680	1,945
Prince Edward Island.....	1,062	938	124	859	798	61	372
Nova Scotia.....	13,911	7,069	6,842	13,364	12,481	883	2,806
New Brunswick.....	11,102	8,804	2,298	10,514	9,383	1,131	3,188
Quebec.....	75,643	55,976	19,667	71,173	63,574	7,599	21,616
Ontario.....	75,030	52,819	22,211	77,315	69,085	8,230	17,126
Manitoba.....	8,657	6,707	1,950	8,475	7,407	1,068	2,091
Saskatchewan.....	5,804	4,666	1,138	5,736	5,029	707	1,671
Alberta.....	12,833	8,644	4,189	12,166	10,846	1,320	4,046
British Columbia.....	20,677	13,917	6,760	20,138	17,273	2,865	5,602
Total, Canada, March 1959....	230,095	164,049	66,046	225,244	200,700	24,544	60,463
Total, Canada, Feb. 1959....	220,942	161,476	59,466	231,003	199,228	31,775	55,612
Total, Canada, March 1958....	253,338	179,667	73,671	250,271	224,471	25,800	68,558

* In addition, revised claims received numbered 35,606.

† In addition, 36,423 revised claims were disposed of. Of these, 3,252 were special requests not granted and 1,607 were appeals by claimants. There were 5,580 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of:	Total	Employed	Claimants
1959—March.....	4,190,100	3,934,100	796,000
February.....	4,169,000	3,383,900	785,100
January.....	4,177,000	3,462,000	715,000
1958—December.....	3,972,000	3,552,800	419,200
November.....	3,901,000	3,577,500	323,500
October.....	3,907,000	3,624,400	282,600
September.....	3,919,000	3,624,400	294,600
August.....	3,931,000	3,630,200	300,800
July.....	4,055,000	3,609,500	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300

TABLE E-5—UNEMPLOYMENT INSURANCE FUND

Statement 1

Statement of Revenue and Expenditure for the Period 1 July, 1941 to 31 March 1959

SOURCE: Unemployment Insurance Commission

FISCAL YEAR ENDED MARCH 31	CONTRIBUTIONS (GROSS LESS REFUNDS)			REVENUE		INTEREST on Investments and Profit on Sale of Securities	TOTAL REVENUE	BENEFIT PAYMENTS			BALANCE IN FUND
	Employer and Employees	Government	Fines and Penalties	Ordinary	Supplementary and Seasonal			Total	EXPENDITURE		
									Supplementary and Seasonal	Total	
To 1951	773,530,580.72	154,683,635.01	76,196.49	77,620,643.71	1,005,911,055.93	335,401,495.46	5,929,183.68	341,330,679.14	664,890,376.79		
1952	153,887,858.49	30,805,704.77	33,344.00	19,046,503.98	203,773,411.24	35,559,677.68	4,594,758.92	90,154,436.60	778,190,351.43		
1953	155,184,525.03	31,036,836.18	36,085.94	22,950,737.44	209,208,254.59	17,619,174.70	7,068,268.57	135,822,441.36	851,589,163.86		
1954	158,673,276.19	31,735,867.91	36,833.77	26,094,504.24	216,500,482.11	17,416,903.03	12,231,610.40	186,857,513.43	881,271,133.24		
1955	158,860,309.41	31,771,463.88	36,787.72	26,378,268.64	217,046,829.65	232,737,808.10	24,870,838.12	257,628,646.22	840,692,318.77		
1956	169,726,970.28	33,948,572.66	31,070.00†	25,005,132.67	228,711,745.61	180,038,064.37	35,167,439.42‡	215,205,543.79	854,198,518.59		
1957	188,001,480.34	37,587,449.77	43,826.63	26,039,086.03	251,671,851.77	201,196,193.03	30,069,525.67	231,295,718.70	874,574,651.66		
1958	192,395,408.61	38,484,149.23	46,885.92	23,775,589.95	254,701,803.71	327,907,809.48	57,168,521.02	385,076,330.50	744,200,124.87		
To 1958	1,950,260,488.07	390,053,679.41	340,830.47	246,910,436.66	2,587,565,434.61	1,666,295,125.94	177,070,183.80	1,843,365,309.74	744,200,124.87		
April	11,950,979.55	2,397,510.10	.....	1,203,929.51	15,552,419.16	45,721,656.28	20,927,988.44	66,649,644.73	693,102,899.31	
May	16,116,255.42	2,955,870.97	4,240.56	1,563,542.73	20,579,908.18	34,344,023.72	17,282,627.00	51,626,650.73	662,056,156.77		
June	14,885,735.42	2,972,973.64	4,913.82	1,563,711.80	19,427,334.68	25,121,071.91	11,841,785.00	36,962,856.91	644,520,634.54		
July	15,389,307.22	3,077,709.08	3,334.65	4,082,111.05	22,552,462.00	21,384,476.93	26,782,089.93	640,291,006.61	640,291,006.61		
August	15,877,828.78	3,174,361.13	3,232.98	1,022,658.75	20,783,081.64	19,459,737.42	.....	19,459,737.42	640,909,350.83	
September	16,120,326.42	3,225,523.29	3,999.01	3,421,673.05	22,780,821.77	19,813,097.35	.....	20,225,925.74	643,876,775.25	
October	15,347,822.87	3,070,725.86	4,491.37	1,860,159.99	20,283,200.09	19,045,678.90	.....	20,029,485.80	641,880,241.89	
November	15,673,993.35	3,134,189.05	4,261.15	2,293,234.54	19,015,678.90	21,099,485.80	.....	33,530,160.00	625,363,366.21	
December	15,052,466.35	3,279,402.89	7,502.36	1,326,087.54††	17,013,284.32	27,563,097.80	5,967,062.20	58,617,337.64	586,990,320.89		
January	15,527,183.73	3,103,436.47	3,478.18	1,610,793.94	20,244,892.32	43,453,447.19	15,181,890.45	58,037,486.77	547,389,504.38		
February	15,881,844.24	3,182,129.55	3,204.56	1,621,107.99††	18,446,070.36	40,336,053.31	17,701,433.45	65,868,400.00	496,251,386.48		
March§	14,731,932.00*	2,941,721.00	4,819.00	2,958,190.00††	14,720,282.00	43,683,911.00	22,184,489.00	478,672,873.00	496,251,386.48		
Sub-Total	182,564,674.11	36,515,553.03	47,477.64	11,596,429.83	230,724,134.61	362,187,984.45	116,484,888.55	2,322,038,182.74	496,251,386.48		
Totals	2,132,828,162.18	426,569,232.44	388,308.11	258,506,866.49	2,818,289,569.22	2,028,483,110.39	283,555,072.35	496,251,386.48			

* Stamps \$6,315,714.00; Meter \$1,315,346.00; Bulk \$7,100,642.00; D.V.A. \$230.00.

† Penalties from 1 October 1955.

‡ Seasonal from 1 January 1956, (Estimated).

§ Figures for March 1959 and totals are subject to revision.

†† Loss.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—April.....	125.2	123.4	137.6	109.8	131.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	April 1958	March 1959	April 1959					
(1) St. John's, Nfld.....	111.9	113.4	113.9	111.9	114.4	104.1	109.4	125.0
Halifax.....	123.5	125.0	125.1	116.0	132.7	118.4	128.9	135.2
Saint John.....	125.4	127.0	126.8	119.2	135.4	117.9	123.6	140.2
Montreal.....	125.6	126.2	125.6	123.6	143.2	105.7	119.7	133.3
Ottawa.....	125.7	125.9	125.8	117.4	146.9	113.5	121.4	133.9
Toronto.....	128.9	128.2	127.9	117.1	153.9	112.5	122.9	136.4
Winnipeg.....	123.3	122.6	122.7	117.7	131.3	115.8	118.4	130.7
Saskatoon—Regina.....	121.7	122.1	121.9	117.2	122.3	120.1	123.8	126.5
Edmonton—Calgary.....	121.3	122.2	122.0	116.7	125.3	117.8	121.7	130.0
Vancouver.....	125.8	127.0	127.1	121.2	137.8	114.5	131.1	133.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

NOTE—Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1954-59

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: April.....	23	32	11,964	122,470	0.13
May.....	19	33	8,238	71,620	0.07
June.....	21	40	7,845	106,435	0.11
July.....	26	46	6,078	84,330	0.08
August.....	25	51	18,495	255,360	0.25
September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS APRIL 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	2	280	2,485
Manufacturing.....	13	5,472	52,725
Construction.....	2	118	820
Transportation, etc.....	2	2,770	13,910
Public utilities.....			
Trade.....	2	99	2,235
Service.....	1	8	165
All industries.....	22	8,747	72,340

TABLE G-3—STRIKES AND LOCKOUTS APRIL 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	175	175
New Brunswick.....			
Quebec.....	3	1,010	9,290
Ontario.....	13	5,745	22,855
Manitoba.....			
Saskatchewan.....			
Alberta.....			
British Columbia.....	4	212	4,710
Federal.....	1	1,605	35,310
All jurisdictions.....	22	8,747	72,340

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
APRIL 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues — Result
			April	Accu- mulated	Termination Date	
MINING— Canadian Exploration, Salmo, B.C.	Mine Mill Loc. 901 (Ind.)	105	2,310	2,310	Apr. 1	Wages [∞]
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. Loc. 4530 (Ind.)	175	175	175	Apr. 28 Apr. 29	Work assignment [∞] Return of workers.
MANUFACTURING— <i>Textile Products—</i> Brantford Cordage Co., Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	252	1,005	1,005	Apr. 14 Apr. 20	Wages [∞] 8¢ an hour wage increase, retroactive pay.
<i>Iron & Steel Products—</i> W. C. Wood, Guelph, Ont.	United Electrical Wkrs. Loc. 544 (Ind.)	130	2,470	2,470	Apr. 6	Cost of living, seniority rates, bonus system [∞]
Algoma Steel Corporation, Sault Ste. Marie, Ont.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	400	2,930	2,930	Apr. 5 Apr. 12	Work assignment, seniori- ty [∞] Transfer of seniority.
<i>Transportation Equipment—</i> Griffin Steel Foundries, St. Hyacinthe, Que.	Metal Trades (CCCL)	140	3,080	16,940	Nov. 6	Disciplinary dismissal of one worker, grievances [∞]
<i>Electrical Apparatus and Sup- plies—</i> Canadian Allis-Chalmers, St. Thomas, Ont.	Auto Wkrs. Loc. 1235 (AFL-CIO/CLC)	102	2,040	6,050	Feb. 4 Apr. 29	Wages [∞] Wage increase of 5¢ an hour plus 6¢ an hour each anniversary date to 1961; cost of living for- mula.
Canadian Westinghouse Co., London, Ont.	United Electrical Wkrs. Loc. 546 (Ind.)	159	2,700	5,720	Mar. 3 Apr. 24	Wages, fringe benefits [∞] 15¢ an hour increase for men, 22¢ an hour for women, a further increase of 2¢ an hour Oct. 21, 1959, 10¢ an hour April 24, 1960. Other immediate increases in certain job classifications, expanded fringe benefits.
Canadian Westinghouse Co., Hamilton, Ont.	United Electrical Wkrs. Loc. 504 (Ind.)	2,500	1,560	1,560	Apr. 15 Apr. 16	Use of parts from strike- bound plant [∞] Return of workers.
<i>Chemical Products—</i> Polymer Corporation, Sarnia, Ont.	Oil, Chemical Wkrs. Loc. 1614 (AFL-CIO/CLC)	1,605	35,310	44,590	Mar. 18	Wages, working conditions [∞]
<i>Non-Metallic Mineral Products—</i> Brique Citadelle, Boischatel & Villeneuve, Que.	Union Fédérale des Em- ployés des Briqueteries Loc. 103 (CTC)	100 (83)	300	300	Apr. 27	Scope of collective agree- ment [∞]
TRANSPORTATION ETC.— Smith Transport and Kingsway Transport, Montreal and other points, Que.	Teamsters Loc. 106 (CLC)	770	5,910	5,910	Apr. 16 Apr. 25	Use of piggy-back rail transport [∞] Return of wor- kers, referral to concilia- tion.
Trucking Firms, Toronto, Oshawa and other points, Ont.	Teamsters Loc. 938 (CLC)	2,000	8,000	8,000	Apr. 17 Apr. 23	Use of piggy-back rail transport [∞] Return of wor- kers.

Figures in parentheses show the number of workers indirectly affected.

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